

# THE CCF BULLETIN

MAGAZINE OF THE CIVIL CONTRACTORS FEDERATION  
WESTERN AUSTRALIA

EDITION 2 2022



INSIDE:  
CCF WA Capability  
Guide 2022



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COVER PICTURE: Jason Stern from Georgiou Group accepting the Training Coordinator of the Year award at the CCF WA Industry & Training Awards Gala Dinner. Story - page 28. Event photos - page 65.



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CCF WA Ltd  
70 Verde Drive  
Jandakot, WA 6164  
Phone: (08) 9414 1486  
Email: [ccfwa@ccfwa.com.au](mailto:ccfwa@ccfwa.com.au)  
Web: [ccfwa.com.au](http://ccfwa.com.au)

Andy Graham  
Chief Executive Officer  
Email: [agraham@ccfwa.com.au](mailto:agraham@ccfwa.com.au)

Kylie Bronleigh  
Member Services Coordinator  
Email: [kbronleigh@ccfwa.com.au](mailto:kbronleigh@ccfwa.com.au)

Christie Ledwidge  
Member Services Assistant  
Email: [clledwidge@ccfwa.com.au](mailto:clledwidge@ccfwa.com.au)

Alice Graham  
Marketing & Communications Coordinator  
Email: [alice@ccfwa.com.au](mailto:alice@ccfwa.com.au)

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## CELEBRATING THIRTY YEARS OF MAYDAY

This August 2022, we're celebrating 30 years of Mayday! Our foundations stretch back to 1992 when our founder Ken Abbott began the equipment hire company, Mayday, supplying local companies and shires.

Derived from the French word "m'aider", meaning "help me," the name Mayday represents our ability to come to the aid of our clients quickly. Thirty years on,

we're still answering our client's Mayday calls, supplying their projects with high-quality, new, and low-hour equipment and second-to-none after-sales support.

In three decades, we've achieved many significant milestones, including a 300-strong fleet, the addition of our transport service, and branching into iMC machinery, to name a few.

The family business, now directed by Bryce Abbott, continues to grow and evolve into one of the state's most reliable and reputable equipment suppliers.

*"On behalf of myself, my family, and the Mayday Team, we would like to thank all our valued clients for their ongoing support over the past 30 years."* - Bryce Abbott

[maydayrental.com.au](http://maydayrental.com.au) [in](#) [f](#) [@](#)



# Unprecedented escalation is an ongoing challenge



The end of vaccine mandates on construction sites last month was a welcome relief for our industry's hard-working administrators and project teams, who have performed incredibly well under great pressure managing the mandate in addition to countless other tasks.

While there have been many challenges along the way – and I'm mindful that we haven't seen the back of COVID yet – our industry has been more fortunate than most to have stayed open for business for the whole of the past two years. Safety is part of our DNA in civil construction and it is a credit to our industry that we have managed the complex challenges of COVID so effectively.

In the last *CCF WA Bulletin 1* I wrote about another major challenge for the construction industry in the form of unprecedented costs escalation – a challenge that is threatening the viability of businesses.

The Australian Bureau of Statistics (ABS) tracks escalation through its Producer Price Indexes, which show unprecedented increases in the 12 months to March 2022. The House Construction index for WA rose a staggering 20% in that 12-month period. Of more relevance to civil construction, the

Road & Bridge Index rose 11.1% – that's easily the largest 12-month cost increase in WA since the Road & Bridge Index began in 1998.

Escalation of 11% in a year is bad enough, but in reality it feels like the ABS is taking a conservative approach with its indexes. Most contractors will tell you that the price of steel, concrete, fuel, pipe, cable, fill, and many other key inputs has gone up on average by much more than 11% over the past year.

Many clients appreciate the strain being felt all along the contracting supply chain and are reacting proactively to protect valued relationships. ATCO Gas Australia has just increased its materials rates by an additional 20%, and that's on top of new rates that were only set in mid-2021.

Main Roads WA has retrospectively inserted a Rise and Fall clause into its AS2124 contracts of under 52 weeks duration, in which previously it was rare to see mechanisms for escalation.

Main Roads and many other clients have also inserted clauses into their contracts that provide a mechanism for contractors to avoid being penalised for unavoidable delays due to COVID-related supply chain or labour

disruptions, or Government restrictions (such as border closures).

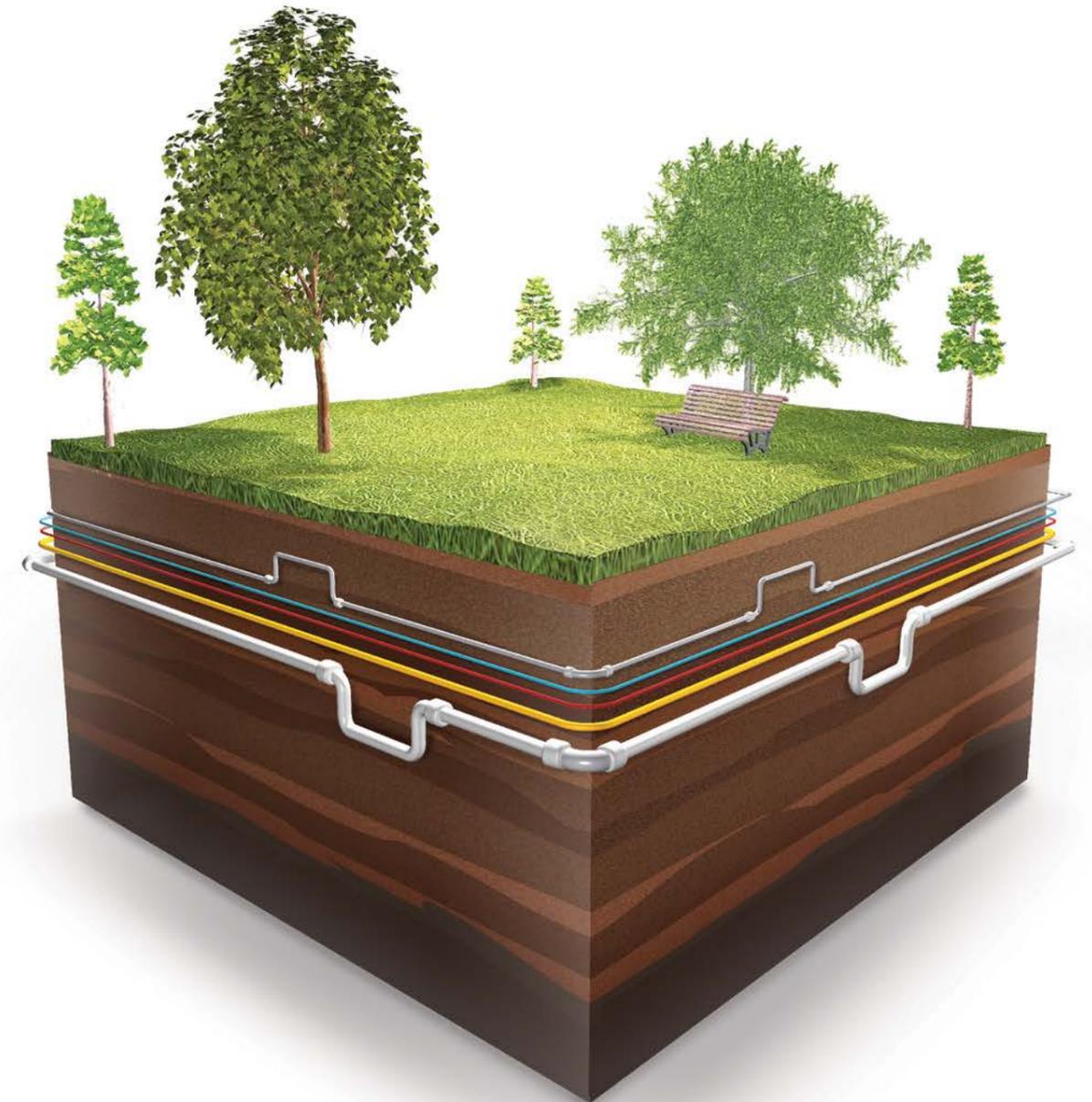
As with measures addressing escalation, these clauses are welcome in principle but it's important that they provide a fair and realistic balance between protecting the client's interest, and setting the bar so high that claims are practically impossible to justify.

We must not lose sight of the fact that these cost increases and delays over the past 12-18 months were unforeseen and impossible to price – and if anyone had been smart enough to foresee them and priced accordingly, they wouldn't have won any work.

CCF WA urges clients to work with head contractors, and where possible 'keep it simple' as ATCO have done by applying clear and consistent escalation measures across the board, rather than compromising productivity by tying up project teams in separate and protracted negotiations which will benefit no one but the legal advisers.

We understand why cautious clients are favouring a 'case-by-case' approach, and it may be suitable on very large projects where millions of dollars are involved, but when applied across the board it just means

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everyone gets bogged down in endless back and forth, providing the same justifications. In turn, we urge head contractors to work with their suppliers and subcontractors who through no fault of their own, may find themselves 'locked in' to rates that are now wholly unsustainable.

Looking ahead, all of us are wondering if we have seen the worst of labour and materials costs increases, and if we are returning to the point where we can price with confidence in delivery.

I am proud to say that CCF WA has been at the forefront of averting – or at least easing – one big potential headache for the industry in the form of the new Work, Health & Safety regulation that immediately required all excavator operators lifting suspended loads to be licensed crane operators.

As the CCF WA Bulletin goes to print,

we are waiting for an amended regulation to be gazetted that will implement a 2-year transition period for the licensing requirement, along with the introduction of a 3-tonne lifting capacity threshold before licensing is required (see page 8).

CCF WA's strong and focused advocacy on this issue again highlighted our essential role as the voice of the civil construction industry. If not for CCF WA's strong advocacy, I believe it is unlikely that the changes would have been implemented.

Minister for Industrial relations Bill Johnston praised CCF WA's work in his response, writing: "I appreciate you bringing this matter to my attention and trust that you will continue to be a strong advocate for the civil construction industry as this policy is further developed."

We are pleased with the outcome and grateful

to the Government for listening and acting, but our position remains that no operator of any excavator or other earthmoving equipment should be required to train as a crane operator. Nevertheless we acknowledge the safety concerns expressed by Minister Johnston and Worksafe Commissioner Darren Kavanagh and look forward to working with them on a solution.

Finally, a huge thank you to all CCF WA Members who supported our organisation in 2021/22 and I hope we can count on your continued support. If you've been thing about joining CCF WA, why not make 2022/23 the year? It may be a cliché but it's true – together, we are stronger.

**Leon Fogliani**  
CCF WA President

## Action needed to address cost pressures on all Government infrastructure projects

CCF WA says targeted relief for building contractors in the 2022/23 State Budget is no comfort for civil contractors on Government projects who are also battling rampant escalation of cost.

Urgent action is needed to provide relief from Government construction contracts that are forcing contractors to bear the brunt of recent massive cost increases and supply chain disruptions.

CCF WA CEO Andy Graham said the new \$30 million scheme to assist building contractors working for the departments of Finance and Communities would not help hundreds of local businesses battling soaring costs on Government civil infrastructure projects.

"There is some cost relief for the civil construction sector in the Budget, mainly on a few high-profile, federally funded road and rail projects," Mr Graham said.

"CCF WA welcomes the acknowledgement of huge and unforeseen escalation on those major projects, but we are concerned that contractors on many other Government projects are facing the same realities yet being forced to fight tooth and nail to have their fair and reasonable claims accepted.

"The standard watertight contracts used on many Government projects are designed to protect the budgeted project cost by any means possible.

"The contractor is expected to wear the cost of unexpected events or

**"Contractors on many Government projects are fighting tooth and nail to have their fair and reasonable claims accepted. ... these are unprecedented times, and civil contractors can't keep absorbing huge extra costs and mounting losses."**  
- Andy Graham, CCF WA CEO

unavoidable delays that are out of their control.

"In normal times, we deal with that and take the occasional loss on the chin. But these are unprecedented times, and civil contractors can't keep absorbing huge extra costs and mounting losses.

"It's time to put aside the onerous contract and the legalistic mindset, work together and take an 'open book' approach that fairly reimburses all Government contractors for unavoidable extra costs.

"It's certainly encouraging to see a \$350 million provision for general construction cost escalation in the Budget – we now look forward to working with the Government to ensure this provision translates into timely action."



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# CCF National continues to lobby for civil occupations to be eligible for federal funding

CCF's National office has provided a submission to the Australian Bureau of Statistics on its review of Australian and New Zealand Standard Classification of Occupations (ANZSCO).

The ANZSCO continues to act as a barrier to civil occupations being eligible for skills funding and so CCF has called for changes to ANZSCO's methodology to ensure employers, apprentices and VET providers can access relevant financial rebates and incentives.

If CCF's proposed changes are adopted to the ANZSCO it will result in the inclusion of our sector in relevant skills and training funding programs which is critical to addressing the looming skills crisis in the Australia civil construction sector.

In the submission, CCF provided its March 2010 *Civil Construction Occupation Review Report* with the key issue raised in the submission and report being that the current ANZSCO code system often does not accurately reflect the occupations within the civil construction industry, and where it does the skill level requirements are at too low a level.

In CCF's view, the industry itself underestimates its skill levels with the occupation titles used not accurately reflecting either qualifications or experience required in an occupation. For example, the term labourer being used instead of plant operator or road constructor.

To read the submission in full visit:  
[www.civilcontractors.com/ccf-submission-to-abs-review-of-construction-occupations-on-anzSCO/](http://www.civilcontractors.com/ccf-submission-to-abs-review-of-construction-occupations-on-anzSCO/)

## CCF WA advocacy secures workable WHS amendment

In response to CCF WA advocacy, the State Government has agreed to amend the *Work Health and Safety (General) Regulations 2022* (WHS General Regulations) in regard to licensing of operators of earthmoving equipment used as a crane.

Minister for Industrial Relations Bill Johnston MLA has written to CCF WA acknowledging our concerns regarding the impact on the civil construction industry of the new regulation.

The Minister has advised he has requested the Department of Mines, Industry Regulation and Safety to urgently prepare drafting instructions to amend the regulation:

- A two-year transition period to be implemented, which means high risk work licences (HRWL) are not required until after 30 March, 2024.
- The HRWL requirement will be removed when earthmoving machinery that has a rated safe working load of three tonnes or less is used as a crane.
  - For equipment that is non-slewing the appropriate HRWL will be crane and hoist operation, non-slewing mobile crane (CN); and
  - for equipment that is capable of slewing, the appropriate HRWL will be crane and hoist operation, mobile crane, basic (C2).

The Minister has also requested the Worksafe Commissioner to consult with industry to develop the best approach to implement the earthmoving machinery requirement for an HRWL during the transition period. This will include broad consultation.

CCF WA thanks Worksafe and the Minister for acting on our concerns. We will take the opportunity presented by the lengthy transition period to engage further with industry and Government to ensure safety concerns are understood and addressed, while working to ensure that any prescribed training is relevant and appropriate.

## New CTF tool allowance to benefit 9000 workers

CTF has announced it will offer financial support to apprentices and trainees through the Apprentice Tool Allowance.

The \$4.5 million program will provide eligible apprentices and trainees with a rebate of \$500 for the purchase of relevant tools and/or safety equipment that is required for the apprentice's on-the-job work.

The Apprentice Tool Allowance is designed to:

- provide financial support for apprentices' and trainees' on-the-job activities
- promote safety and help update safety equipment
- help retain apprentices and trainees in employment for workforce sustainability

There are more than 9,000 apprentices and trainees working in construction in WA who will benefit from the Apprentice Tool Allowance program.

To support the introduction of a new apprenticeship pathway for the civil construction sector, the CTF is also providing eligible employers with a wage gap subsidy to cover the difference in wages paid between the new apprenticeship and outgoing traineeship. The \$5.1 million program will run over the next four years.

Visit [www.ctf.com.au](http://www.ctf.com.au) for more details



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# Renewably-powered desal plant for Alkimos

A site north-east of Alkimos Beach in Perth's northern suburbs is the preferred location for the Water Corporation's third seawater desalination plant.

The plant will be capable of delivering 100 billion litres of drinking water annually and will be delivered in two stages, with the first 50 billion-litre stage expected by 2028.

Water Corporation will also secure up to 400 megawatts of additional renewable wind energy which will enable all three desalination plants, including the existing desalination plants at Kwinana and Binningup, to be powered with renewable energy.

The additional 400MW of renewable energy was included in the Government's estimated \$3.8 billion investment in renewable power generation and storage announced last week.

Water Corporation says the new plant's design has been carefully considered to protect the surrounding environment, cultural heritage and meet community expectations.



Artist's impression of the proposed seawater desalination plant at Alkimos Beach.

It will be sunken behind large vegetated sand dunes to shield it from view and buffer noise, while a special tunnel boring technique will limit seabed and beach disturbance during construction.

# METRONET supports recycled products

CCF WA Members BGC Asphalt & Quarries, Downer, Boral, Fulton Hogan, Asphaltech and Holcim were among 12 suppliers of products with recycled content participating in a sustainable materials forum hosted by

METRONET recently in the Office of Major Transport Infrastructure Delivery foyer. The forum aimed to increase awareness and facilitate discussion to overcome barriers of using new, innovative and sustainable products across projects.



# Funding boost for Cert IV

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Find out more at [jobsandskills.wa.gov.au/ewt](http://jobsandskills.wa.gov.au/ewt) or call the Apprenticeship Office Helpline on 13 19 54.

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## Mayday Rental's premium transportation options are now available across the state

The recent upturn in the construction industry has increased the demand for heavy machinery and quick and safe transportation between sites. In 2021, Mayday Rental further enhanced its service delivery capabilities, acquiring an in-house transport fleet. Comprising of triaxle drop decks and quad/dolly combinations, you'll see Mayday's trucks hauling a range of 3 tonne to 50 tonne machines across WA. Delivering to Albany, Wyndham and everywhere in

between, their experienced team members efficiently and effectively manage equipment movements, meeting customer pickup and delivery times. Expanding into the transportation of their rental machinery allows Mayday Rental to provide an exceptional all-around experience from start to finish.

For more details visit [www.maydayrental.com.au](http://www.maydayrental.com.au)

## Reddifund protects cashflow in the event of redundancy payouts

Being faced with redundancy payment obligations can have a significant cashflow impact for companies within WA's building and construction industry and this can often occur during a financially challenging time.

ReddiFund is about giving employers important cashflow protection by allowing them to contribute regular payments that can then be released to workers in the event of circumstances leading to redundancy.

Previously known as the WA Construction Industry Redundancy Fund, ReddiFund is backed jointly by major building and construction associations and unions. It not only ensures that workers receive their redundancy payments but lifts the administration burden from companies in managing these requirements themselves, as long as the employer has made their contributions to the fund to meet award obligations.

ReddiFund Chief Executive Officer, Kieron Gubbins advises that a lack of understanding of redundancy award obligations can catch out employers in the industry and leave them unprepared – for example when employees cease their employment and companies are required to come up with the funds to pay out their redundancy entitlements. "While it is not mandatory for employers to contribute to ReddiFund, the service we offer, at no additional cost to the employer, can relieve the stress for both employers and their workers when these unfortunate situations occur," Mr Gubbins said.

"Redundancy obligations apply to most employers in the industry

large or small, and can extend to workers who leave an employer after 12 months, with the only exception being dismissal for inappropriate behavior.

"Through ReddiFund, employers contribute as a provision for these events to ensure that their workers automatically qualify for payments."

The Building and Construction General On-site Award 2020 mandates that after a year of continuous service employees are entitled to a minimum of two and a half weeks' redundancy or severance pay. This increases exponentially right up to eight weeks pay for more than four years of service.

In addition to providing for these payment obligations, Mr Gubbins said that many building and construction employers don't realise the tax benefits that are also available by contributing into ReddiFund. "Trusting ReddiFund with the management of monthly redundancy allowance payments means tax deductibility, reduction of liabilities and less administration for employers," he said.

ReddiFund has been managing redundancy entitlements on behalf of WA-based building and construction industry employers for over 30 years with more than \$210 million paid out on over 101,000 redundancy claims.

Mr Gubbins said there are approximately 65,000 active on-site building and construction workers in Western Australia but a low proportion are currently protected by ReddiFund.



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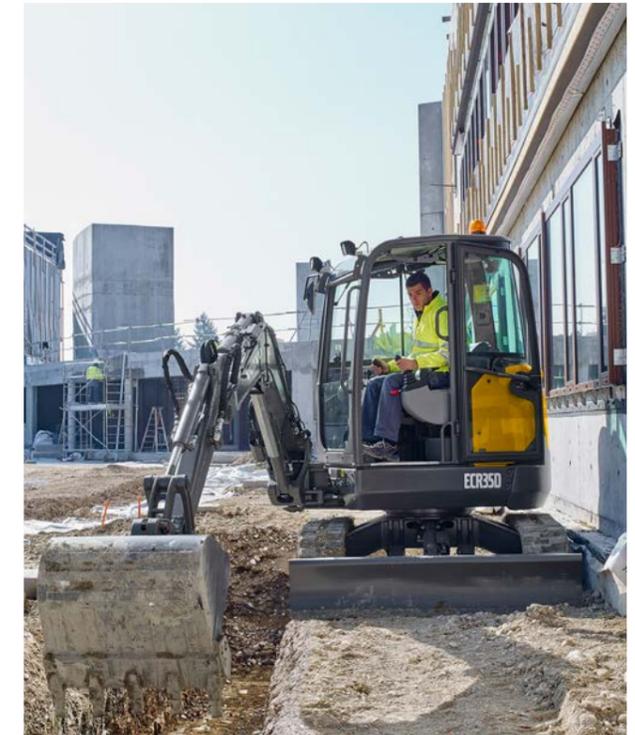
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# Major Motors expansion brings RAM Trucks to Port Hedland

Major Motors' exciting expansion plans at their Port Hedland branch have come to fruition, now offering 4x4 dual cab buyers in the area more choice, thanks to the addition of U.S. pickup brand, RAM Trucks to their brand portfolio, along with a new constructed state-of-the-art 12-bay service facility.

A new, experienced, and enthusiastic team have been assigned the particularly important task of servicing customers across sales, service, and parts operations, to the highest of standards in the North-west. "The RAM brand offers Australia's biggest and best range of American pickup-trucks and we're very pleased to be able to offer our customers a full suite of solutions across the 4x4 dual cab segment, in particular, when it comes to those looking for more power and towing. RAM is really the perfect complement to our existing operations in that we can now offer a new level of versatility to suit customer needs," said Port Hedland Branch Manager Shane Tomerini.

With the 4.5 tonne max braked towing capacity across the RAM 1500 range, or up to 8 tonnes (with a gooseneck tow hitch and air brakes fitted) on the RAM 2500/3500 Heavy Duty, the RAM line-up offers superior towing capability that is perfectly suited to hauling big loads across our country.

Dependable power and performance is delivered by the impressive V8 HEMI and Cummins turbo diesel engine powertrains. The other key difference is the sheer size, comfort, and luxury.

Pioneering the full-size pickup truck segment in Australia, RAM pickup trucks are much larger, heavier, and more spacious than a mid-size utes, which is no doubt one of the contributing factors to the brands tremendous success in Australia.

Major Motors joins a national RAM dealer network of more than sixty dealers, and as the appointed authorised Ram Trucks Australia full-

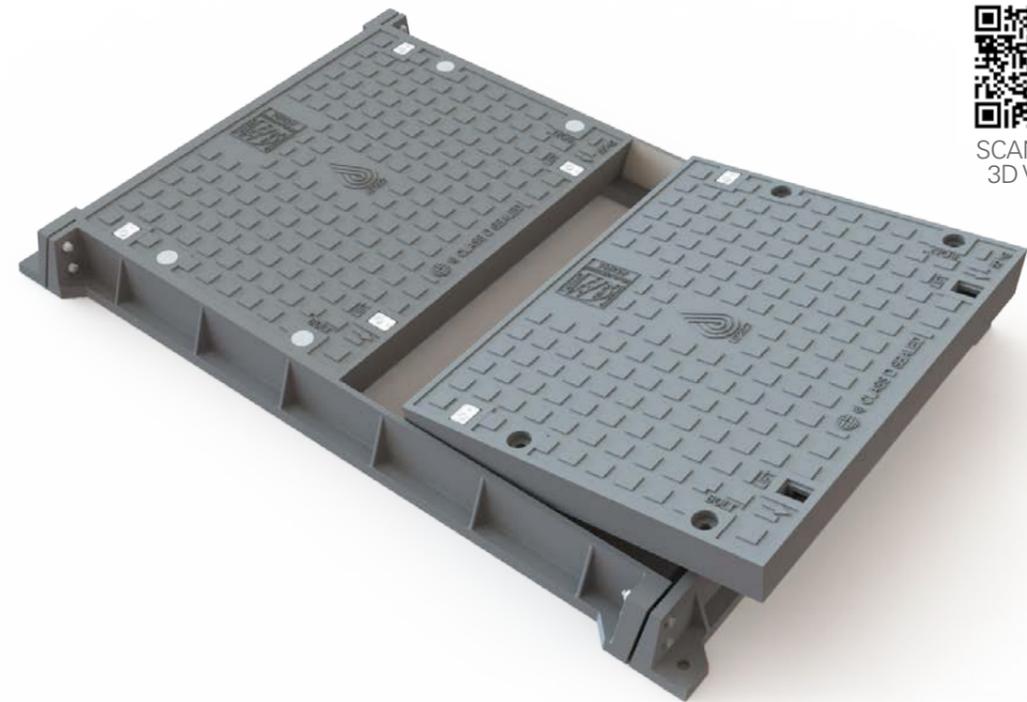
service dealer, Major Motors are proud to offer customers unrivalled product, professional aftersales service, and a range of genuine parts and accessories.

The team has plenty of experience, both in the motor industry and in the North-West and despite the Pilbara dust, you will see the RAM Trucks on approach with two gleaming RAM 1500 Laramie model demonstrators, ready to hit the road.

For more details visit [www.ramtrucks.com.au](http://www.ramtrucks.com.au) or contact General Manager & Sales Shane Tomerini on 0417 918 954 or [stomerini@majormotors.com.au](mailto:stomerini@majormotors.com.au) or for after sales service and parts call (08) 9172 6900.



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# CCF WA report spotlights local govt tendering transparency

A new report prepared by CCF WA has awarded a 'pass' mark to only 9 out of 29 councils surveyed for their level of transparency in assessing works tenders. The report found that Western Australia lags behind other Australian states.

In the report, titled *Transparency in Western Australian Local Government Tender Evaluation*, CCF WA analysed the tender assessments of Western Australia's largest metropolitan and regional councils, as published in their council minutes and supporting documentation (the survey covered metropolitan councils with a population of more than 50,000 and regional councils with a population of more than 15,000).

Councils were scored out of 10 against the following criteria:

- 1 point for publishing the name of the winning tenderer and their price bid
- 1 point for publishing the names of all companies that tendered
- 2 points for publishing all prices bid
- 2 points for publishing each bidder's scores/ranking against non-price evaluation criteria
- 1 point for publishing each bidder's scores/ranking against price and non-price evaluation criteria
- 1.5 points for publishing some commentary (even if brief) on why the successful bidder chosen, plus an additional 1.5 points for publishing a more detailed explanation of why the successful bidder was chosen.

Of the 29 councils surveyed, 11 (35%) achieved a 'pass' score of 5 or greater. Fourteen LGAs scored between 1 and 2 for naming only the names of the companies that bid, and/or the successful tenderer and the value of their bid.

The most transparent LGA surveyed, City of Joondalup, scored a perfect '10' for publishing in its council minutes the names of all tenderers and prices bid; each tenderer's scores and ranking against both price and non-price evaluation criteria; and highly detailed commentary explaining why the successful tenderer was chosen.

The following councils are also to be commended for their transparency in providing good information in support of their tender award decisions: City of Bayswater; City of Cockburn; City of Gosnells; City of Kalamunda; City of Kalgoorlie-Boulder; City of Perth; City

of Rockingham; City of Swan; City of Wanneroo; and Shire of Dardanup.

## Why don't some councils publish tender evaluations?

Section 5.23(2)(c) of the *WA Local Government Act 1995* provides that councils may choose to exclude members of the public any part of a council meeting which deals with "a contract entered into, or which may be entered into, by the local government and which relates to a matter to be discussed at the meeting".

The council minutes we examined often referred to this section of the Act as justification for not publishing tender evaluation assessments and tender pricing information.

CCF WA understands that some councils believe that specific details of tender evaluations should not be made public

**It is not difficult to publish an explanation of why tenderers were successful, or not, without disclosing sensitive information about any businesses.**

because suppliers have provided information about their business in confidence.

CCF WA agrees that there is a balance between publicly detailing why a tenderer is recommended to be awarded the contract (and why other bidders were not successful) and maintaining the confidentiality of any sensitive information provided.

However, this does not explain why some councils do not even publish the prices tendered, nor the bidders' scores against the evaluation criteria. CCF WA believes that as a bare minimum, all LGAs should publish the results of qualitative and price evaluations, including percentage scores and/or rankings – however the majority do not.

**How does the regulatory framework in WA compare with other jurisdictions?**

The commercial-in-confidence provision in WA's legislation, s. 5.23(2)(c), allows considerably more secrecy than other states. In all other mainland states, there is a presumption that councils will be transparent. Before withholding information they must demonstrate that releasing contractual information would be prejudicial to the company that supplied it, and/or the council itself.

In Victoria, for example, the local government legislation includes a public transparency principle. The Office of the Victorian Information Commissioner's advice to councils is that tender evaluation documents and tender responses should be made public, except where necessary to protect private commercial information, such as financial information provided by a contractor as part of a tender.

The South Australian legislation goes further, stating that councils "must not ... prevent the disclosure of the identity of a successful tenderer for the supply of goods or the provision of services (including the carrying out of works), or of any reasons adopted by the council as to why a successful tenderer has been selected".

It is not difficult to publish an explanation of why tenderers were successful, or not, without disclosing sensitive information about any businesses. A number of councils we surveyed demonstrated this. The report includes some examples of commentaries that disclose no sensitive information, but do provide a valuable and transparent insight into the reasons why council officers have recommended one company over another. Ratepayers have the right to expect such transparency when contracts are awarded using public funds.

## Local Government Reform in WA

As part of its current Local Government Reform initiatives, the Western Australian Government has acknowledged the importance of greater transparency and accountability, noting that ratepayers and the public expect local government decision-making to be clear and transparent. A State Government-appointed Local Government Review Panel has recommended

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a model procurement policy for all local governments aligned to the State Procurement Framework. However, this recommendation would not necessarily result in a significant improvement in current levels of transparency. Legislation in other Australian states recognises the need for accountability and transparency is even greater in local government, where conflicts of interest are more likely.

The report recommends that in the interests of fair and reasonable transparency, all Western Australian local government

authorities publish:

- The names of all companies that tender for works and maintenance projects/panels, and prices tendered.
- Each bidder's scores/ranking against price and non-price evaluation criteria.
- Further commentary by the tender evaluation committee explaining how the scores were determined.

The report also recommends that the State Government replaces the current 'blanket' commercial-in-confidence provision in the Local Government Act 1995 (s. 5.23(2)(c))

with a modernised provision more in line with community expectation and the practice in other states. A new clause should state that tender evaluation documents should always be made public except where necessary to protect sensitive commercial information, such as trade secrets or financial information provided by a contractor as part of a tender.

Transparency in WA Local Government tender evaluation - survey results

Local Government Authority	Names all tenderers (1 point)	Publishes all prices bid (2 points)	Winning tenderer and price bid (1 point)	All scores for non-price criteria (2 points)	All scores for criteria: price and non-price (1 point)	Some explanation why bidder chosen (1.5 points)	Detailed explanation why bidder chosen (1.5 points)	TENDERING TRANSPARENCY SCORE
Joondalup								10
Cockburn								8.5
Rockingham								8.5
Gosnells								8.5
Kalgoorlie-Boulder								6.5
Wanneroo								6.5
Dardanup								6.5
Bayswater								6.0
Kalamunda								5.5
Swan								5.5
Perth								5
Busselton								3.5
Stirling								3.5
Albany*								3
Capel								2.5
Canning								2
Kwinana								2
Serpentine-Jarrahdale								2
Augusta-Margaret River								2
Port Hedland								2
Armadale*								1.5
Bunbury*								1.5
Greater Geraldton*								1.5
Karratha*								1.5
Mandurah*								1.5
Harvey*								1.5
Melville*								1
Murray								1
Broome								1

\* Lighter shading denotes half points as information is not published in next council minutes.



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**Gemma Wheeler-Carver**  
Senior Associate  
Dispute Resolution  
Employment Law  
Construction



**Patrick Beilby**  
Associate  
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Free 30 minute initial consultation for CCF members

# Women in Civil mentoring is back for 2022!



CCF WA Women in Civil Partner:



Applications are now open for CCF WA's 2022 Women in Civil Mentoring Program.

The Women in Civil Mentoring Program is a professionally designed and delivered development program for women mentees in the civil infrastructure industry who seek support, guidance and professional growth.

Mentees are paired with a highly experienced mentor (male or female) who is willing to commit time and energy to help the mentee with their professional development.

The program will consist of 12 mentors matched to 12 mentees. The program will run for about seven months, commencing in August. CCF WA has engaged leadership development organisation Modal to deliver the program – which includes having Modal's consultant, Rechelle Hawkes AM, former Hockyroos captain and three-time Olympic gold medallist, facilitate the program.

This program aims to assist mentees develop skills in areas including goal setting, understanding personality styles, network building, resume building, how to identify and confront challenges, salary negotiation, and industry understanding and confidence.

## Program Overview

- July 2022: Application process:
  - Mentor and mentee application forms submitted (NOTE: mentors may also apply to be a mentee)
- August 2022: Program Launch
  - Mentee/mentor Coaching Session with Rechelle Hawkes of Modal
- September/October 2022: Workshop #1
- November 2022: Workshop #2
- February 2023: Workshop #3 and a Networking Event
- March 2023: Program Wind-up and Celebration
- Throughout the Program: Monthly contact (in person or online) between mentor and mentee pair

(Note: this is the proposed Program Overview and may change.)



L-R: Jennifer La, Shelley Connor, Minister for Women's Interests Simone McGurk, Tessa McGrath, Rechelle Hawkes AM, Ashlee Campbell and Leon Fogliani at this year's Women in Civil Breakfast, where the inaugural Women in Civil mentees and mentors were presented with their certificates of completion.

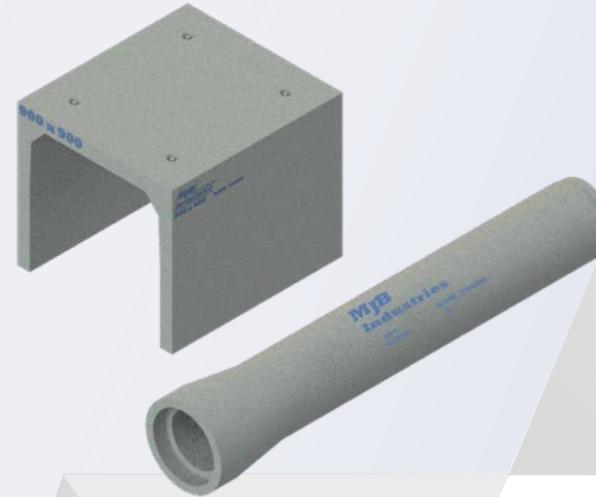
## How to get involved

To download a Program Overview and the Mentor and Mentee Application Forms, visit the Women in Civil page on our website: [www.ccfwa.com.au/WIC](http://www.ccfwa.com.au/WIC)

You're also welcome to contact our Women in Civil Coordinator Kylie Bronleigh at [kbronleigh@ccfwa.com.au](mailto:kbronleigh@ccfwa.com.au) for more information.

The 2022 Women in Civil Mentoring Program is proudly supported by **Kais Hire**, **Whittens** and the **Western Australian Government Department of Transport**.

Interested in supporting the Program? Sponsorships are available, contact us for more information.



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# CCF Code and MSRD free for Members!



CCF WA Contractor Members now receive free access to the CCF Code and Management System Reference Documents (MSRD).

Increasingly, civil contractors seek to demonstrate their commitment to excellence and continuous improvement in safety, quality and environmental management by establishing a third party-accredited integrated management system (IMS).

In response, CCF develops and maintains the CCF Civil Construction Management Code and Management System Resource Documents (CCF Code and MSRD).

The CCF Code and MSRD are available FREE for CCF WA Contractor Members via our Member Portal.

CCF WA Contractor Members will also receive regular updates of the MSRD suite and templates, as they are continually improved.

## What is the CCF Civil Construction Management Code?

The CCF Code draws together the civil construction-related elements of the established Quality (ISO9001), Workplace Health and Safety (AS/NZS 4801, ISO 45001), and Environmental Management (AS/NZS ISO 14001) Standards into one system, specifically designed for civil construction operations.

The separate Standards are designed for broad application across various sectors (manufacturing, health care etc) and include many requirements that are not relevant to civil construction operations. Purchasing the individual standards, then working through them to identify and interpret the civil-specific requirements can significantly increase the cost and complexity of implementing and accrediting an integrated management system.

CCF has analysed the separate Standards and distilled the civil construction-specific requirements into one practical, comprehensive, recognised Standard specifically designed for civil construction operations – the CCF Code.

**Practical:** The Code is written in the language of construction. It's designed for ease of use, with all requirements clearly stated.

**Comprehensive:** The Code includes every HSEQ requirement a civil construction business needs to operate to the highest accepted standards.

**Recognised:** State government road, water and land development authorities around Australia accept a CCF Code-compliant management system as proof of compliance for tendering.

## Fully Accredited

The CCF Code is accredited by the Joint Accreditation System of Australia and New Zealand (JAS-ANZ) for third party certification. Click here to view information on the JAS-ANZ website.

JAS-ANZ recognises the benefits of the CCF Code and Management System as:

- Simplifies compliance with quality, workplace health and safety, and environmental requirements for the civil construction and related industries.
- Enables certified organisations in the civil construction and related industries to demonstrate that their services meet the industry benchmark and relevant regulatory requirements.

To achieve and maintain CCF Certified (accredited) Contractor status for their CCF Code-compliant integrated management systems, contractors undergo an annual audit by a JAS-ANZ accredited third

party certification body.

What are the CCF Management System Resource Documents?

Like all Standards, the CCF Code specifies what actions are necessary to achieve a compliant management system. The Code also requires the management system to generate objective evidence – documents demonstrating that business and project risks are being effectively managed.

To save Members time and money, CCF has developed the Management System Reference Documents (MSRD), comprising over 50 template policies, plans, registers and forms.

We are constantly expanding and revising the MSRD to ensure they remain comprehensive, relevant and up to date. Emerging issues such as Mental Health, Social Procurement, Sustainability, and Climate Change pose new challenges for Contractors to effectively respond and manage. New policies and procedures will be added to the MSRD as they are developed.

## The CCF Code and MSRD are free for CCF WA Members!

As an exclusive Member Benefit, CCF WA Contractor Members receive complimentary access to the complete CCF Code and MSRD via our Member Portal. Members also receive access to regular updates of the MSRD suite and templates.

## How much does a CCF Code-compliant and independently accredited IMS cost?

The overall cost of establishing a Code-compliant IMS, and getting it audited and accredited, will depend on a number of factors including your company's internal resources.

The CCF Code and MSRD are free for CCF WA Members. CCF Victoria, which administers the Code and MSRD, charges an annual re-certification fee (currently \$400).

You may need to engage a consultant to assist with building and implementing a system. Your JAS-ANZ accredited certification body (the company that will independently assess your system) will also charge for the initial audit/certification and ongoing audits.

Generally, though, civil contractors find that the costs associated with designing, implementing, and maintaining accreditation of a CCF-Code compliant IMS are much lower compared to a system accredited to the three AS/ISO Standards.

## Take the next step!

Designing, implementing and maintaining an integrated HSEQ management system can be a daunting task. With the CCF Code and MSRD, we've made that task easier by creating:

- A Standard that is both comprehensive and streamlined (The Code); and
- A complete set of templates for the plans, policies, registers and forms you will need (the MSRD).

*CCF WA Members – please email us for your username and password to obtain free access to the CCF Code and MSRD, or for more information about implementing a Code-compliant integrated management system.*

*We can connect you to experts who can guide you through the process.*

*Non-Members – please email us for information about these and other benefits of becoming a CCF WA Member at [ccfwa@ccfwa.com.au](mailto:ccfwa@ccfwa.com.au)*



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# Civil Train delivers new training model for industry's skills growth

The training opportunities for people of all ages entering civil construction in Western Australia have moved into a new era with the introduction of civil construction apprenticeships to the industry across a broad range of specialised skill areas. By **John Feary**

CF's training partner Civil Train has recognised the new apprenticeship as a unique opportunity to review the existing traineeship delivery model, resulting in a clustered unit approach that reduces repetition and enhances collaboration between students in the classroom.

After trialling the "block release training" model for apprentices since January, the RTO is now expanding the model to provide flexible delivery solutions to a range of units of competency.

The significant step forward in training support follows the State Government's formal recognition of trade apprenticeships that will advance the development of new workers and help overcome skill shortages in WA civil construction.

The four-year Civil Construction Pilot Program, launched in March with a \$5.99 million Construction Training Fund investment to subsidise junior apprentices' wages, formally recognises civil construction as a trade for the first time in Western Australia by putting it on equal footing with traditional building trades.

The changes, and the opportunity to attract new people to the industry, make it an ideal time to improve the efficiency and standards of training.

Initial industry response and feedback from the apprentices to the more intensive classroom delivery has been positive, with trainers remarking on the higher levels of student engagement.

Civil Train WA operations manager Karyn Grant said the new approach would allow apprentices to undertake theory classes and some practical units at the CCF WA/Civil Train Skills Centre in Jandakot.

Other practical assessments would be conducted at external client sites. These would include plant units, where the apprentices need

access to excavators, loaders or other machines, and other units of competency where training or assessment in the workplace is essential for quality delivery.

To improve the efficiency of onsite training sessions, the team always endeavours to align the training and assessment activities with other tasks being undertaken at the site. "If they are installing a trench at the site, we may deliver the install trench support unit at this time and use the actual activity of installing the shoring box for assessment purposes," Ms Grant said.

She said the introduction of block release training would help to overcome issues that had occurred during the COVID-19 pandemic, when trainers were unable to attend some external sites as part of measures aimed at reducing the risk of infection to the workers onsite. Research and experience in training had also demonstrated that delivering sessions in groups of up to 12 trainees in a classroom environment assisted their learning journey by enabling participants to share the practices and knowledge gained from working on different sites or under different employers, she said.

The Civil Train program has been designed to allow the flexibility for students to be booked in for a full block of lessons, such as traffic management or working at heights/confined spaces or the specific theory or practical units they need to complete their qualification. The growing reputation built by Ms Grant and her team at Civil Train has helped to increase numbers of civil construction apprentices in WA in the past year.

Ms Grant is one of the industry representatives on the Civil Construction Industry Training Committee, which aims to raise the profile of training and promote the many pathways in the industry with a view to attracting more of the best and brightest.

## How to register your Civil Construction Apprentice

- 1. Contact your RTO**  
Contact your Registered Training Organisation (RTO) to discuss the most appropriate qualification, and elective unit options.
- 2. Sign your Apprentice or Trainee into a Training Contract**  
Your Apprentice or Trainee will need to be signed into a Training Contract by an Australian Apprenticeship Support Network (AASN) provider (such as CCF WA Member The Apprenticeship Community) who will then send the Training Contract to the Apprenticeship Office for approval. There are three AASNs in WA who are contracted by the Federal government to sign and register apprentices and trainees at no cost to the employer.
- 3. Enrol with an RTO**  
Once the Training Contract is registered by the Apprenticeship Office (this can take 6 weeks) you will receive email notification of the registration, as will the RTO. The RTO will get in contact with you to arrange enrolment with the RTO, signing of the Training Plan and scheduling of training.

Qualification	Traineeship or Apprenticeship	Duration
R1120720 Certificate II in Civil Construction	Traineeship	12 months
R1130820 Certificate III in Civil Construction Plant Operations	Apprenticeship	36 months
R1130920 Certificate III in Civil Construction - General Stream	Apprenticeship	36 months
R1130920 Certificate III in Civil Construction - Pipe Laying Stream	Apprenticeship	36 months
R1130920 Certificate III in Civil Construction - Road Construction and Maintenance Stream	Apprenticeship	36 months
R1130920 Certificate III in Civil Construction - Bituminous Surfacing Stream	Apprenticeship	36 months
R1140720 Certificate IV in Civil Construction - Supervision	Traineeship	18 months

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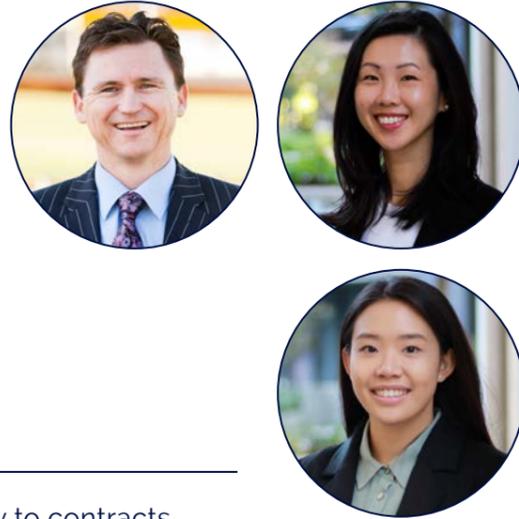
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# Eight ways SOPA could impact how you manage your civil construction contracts



From 1 August 2022, new security of payment laws will apply to contracts for construction work, and related goods and services, carried out in WA. By **Thomas Jacobs, Rosaline Tan and Ashley Fan** from CCF WA Member Jackson McDonald.

**T**he *Building and Construction Industry (Security of Payment) Act 2021* (SOPA) will apply to construction contracts signed from 1 August 2022; the *Construction Contracts Act 2004* (CCA) will continue to apply to construction contracts signed before that date.

SOPA contains new entitlements and responsibilities for civil construction manufacturers, principals, suppliers and sub/contractors, and those who perform or supply goods and services for civil work (e.g. work on roads, railways, bridges, airports, harbours or ports, electricity lines, pipelines, dams, ramps or tunnels).

Here are 8 ways SOPA could impact your construction contracts:

## When negotiating contracts

### 1. No mining exception

Unlike the CCA, there is no 'mining exception' in SOPA – i.e. SOPA will apply to construction work involving fabricating or assembling items of plant used for extracting or processing minerals.

Drilling for oil and natural gas, and related work, remains excluded from both the CCA and SOPA.

You should keep in mind SOPA's broader application (as noted below) if your business involves mining-related activities.

### 2. Unfair time bars

SOPA will allow a decision-maker to declare that a notice-based time bar clause has no effect in the proceedings if it is unfair. The time bar clause remains effective for other purposes.

The test for unfairness is whether compliance with the clause is:

- not reasonably possible; or
- would be unreasonably onerous.

### 3. Broader prohibition on pay when paid

The CCA already prohibits 'pay when paid' clauses in construction contracts. SOPA will broaden the definition of 'pay when paid' clauses. For example, it will prohibit clauses which link payment or release of retention monies to the operation of another contract.

We expect parties to be more open to negotiating time bar and payment clauses, rather than risk a declaration that they have no effect at all.

### 4. Notice requirement to call on security

Under SOPA, a party intending to call on a performance security must give the other party at least 5 business days' written notice.

## When claiming and obtaining payment

### 5. Parallel statutory rights to payment

SOPA creates a statutory right to progress payments which is separate from, and additional to, the contractual rights. If a claimant is having trouble getting paid, and wishes to engage its adjudication rights, then it must make a statutory payment claim.

Statutory payment claims can be made once per month and must comply with SOPA's requirements as to time and content, including a requirement that the payment claim state it is "made under the *Building and Construction Industry (Security of Payment) Act 2021* (WA)".

If the respondent does not agree with the amounts claimed, they can give the claimant a "payment schedule", setting out their reasons for withholding payment or proposing a lower, or no, payment.

SOPA contains precise timeframes for determining the progress payment due date and time for submitting a payment schedule, which can differ depending on the terms of the construction contract.

If the claimant applies for adjudication:

- the respondent's adjudication response can only contain the reasons given in their payment schedule, if it was given within time;
- the respondent can only apply for review adjudication (if permitted) if they gave a payment schedule and did so within time.

A failure to give a payment schedule, or the content and timeframe of any payment schedule given, will also be considered by a court if the claimant brings debt recovery proceedings.

Your process for making and responding to statutory payment claims will need to take into account the significantly different requirements in SOPA.

### 6. Adjudication

SOPA also contains precise requirements regarding the time and content of adjudication applications and responses.

As with adjudications under the CCA, the adjudicator has 10 business

days to make their determination. Parties can agree to extensions totalling up to 20 business days.

### 7. Limited review adjudication

In limited circumstances (generally, where the adjudicated amount is at least \$200,000 more, or less, than the amount asserted by the party), SOPA introduces a review adjudication process, which considers the merits of the claim.

A respondent cannot apply for review unless they have paid the adjudicated amount to the claimant or into a trust account.

### 2023 and beyond

### 8. Retention money trusts

From 1 February 2021, SOPA will require certain parties to establish a *retention money trust account* for construction contracts valued >\$1m (incl GST). This threshold will drop to \$20,000 (incl GST) from 1 February 2024.

### Other changes

This article does not deal with many other changes brought about by SOPA, including: methods for serving documents, how adjudicators are appointed, adjudicator fees and expenses; and the entitlement (from 1 February 2024) to swap retention money with compliant bank guarantees.

Given the significant changes, we recommend that you consider now how those changes will affect your business.

*Jackson McDonald is proud to be the DMIRS selected partner for preparation and delivery of industry training sessions and adjudicator training, and is ideally placed to assist you with your enquiries under the new Building and Construction Industry (Security of Payment) Act 2021.*

*Disclaimer: Professional advice should be obtained before applying this information to particular circumstances. The information should not be used or relied upon for detailed advice or as the basis of formulating decisions.*

## Bank guarantees and bonds made easy – CCF WA Members save

**A**s part of CCF WA's ongoing commitment to providing value to our Members, our partnership with Assuro could provide significant savings to CCF WA Members via special pricing on Assuro's bank guarantee product.

Working alongside one of Australia's leading banks, Assuro currently offers bank guarantees with fees starting as low as 1.25% p.a. with a \$330 establishment fee (GST incl).

For CCF WA members, these fees reduce to 1.10% p.a. and \$330 establishment fee (GST incl).

To qualify for the exclusive CCF WA Member rate of 1.10%, please contact [ccfwa@ccfwa.com.au](mailto:ccfwa@ccfwa.com.au) for instructions on how to access.

There's more information on Assuro and their bank guarantee product at [www.assuro.com.au](http://www.assuro.com.au) or you can contact CCF WA on (08) 9414 1486 for more information or an introduction to an Assuro representative.



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# Industry celebrates Award winners

The 2022 CCF WA Industry & Training Awards have highlighted the exceptional talent in the civil construction industry. This year the awards attracted more than 450 industry guests from 60 companies and a strong field of 77 nominees, with Education and Training Minister Sue Ellery presenting awards.

Early, mid and senior career individuals and infrastructure delivery companies with outstanding achievements in training, engineering, project management, supervision, administration, plant operations, Aboriginal engagement and enterprise, safety, and environmental management were celebrated at the awards.

CCF WA CEO Andy Graham congratulated winners and nominees.

"The civil construction industry has stepped up once again, delivering on a record government infrastructure spend this financial year, and all through the immense challenges of COVID disruptions," Mr Graham said.

"Congratulations to both winners and nominees in each category."

The 2022 CCF WA Industry & Training Award winners are:

**Aboriginal Civil Trainee of the Year (sponsored by CTF):**  
George Narkle, Carey Group



Tiffany Allen (CTF), George Narkle (Carey Group), Education and Training Minister Sue Ellery.

**Aboriginal Enterprise Award (sponsored by DevelopmentWA):** Carey Group



John Clifton (DevelopmentWA), Harry Thorne (Carey Group).

**Aboriginal Engagement Award (sponsored by DevelopmentWA):** Fulton Hogan



John Clifton (DevelopmentWA), Bill Berry (Fulton Hogan).

**Admin Coordinator of the Year (sponsored by WesTrac):** Lisa Russell, BMD Constructions



Jarvas Croome (WesTrac), Lisa Russell (BMD).



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**Apprentice of the Year (sponsored by CTF):**  
Gyce Little, RJV



Tiffany Allen (CTF), Gyce Little (Carey Group), Education and Training Minister Sue Ellery.

**Certificate III Trainee of the Year (sponsored by CTF):**  
Ben Connell, Georgiou



Tiffany Allen (CTF), Ben Connell (Georgiou), Education and Training Minister Sue Ellery.

**Engineers of the Year (sponsored by Motivation Foundation):** Bradley Saunders, Ertech and Jack Sweeney, Melchor (joint winners)



Tim Hunter (Motivation Foundation), Jack Sweeney (Melchor), Bradley Saunders (Ertech).

**Certificate II Trainee of the Year (sponsored by CTF):**  
Jozsef Everingham, Motivation Foundation



Tiffany Allen (CTF), Jozsef Everingham (Motivation Foundation), Education and Training Minister Sue Ellery.

**Certificate IV Trainee of the Year (sponsored by CTF):**  
Michael Kerrigan, Fulton Hogan



Tiffany Allen (CTF), Michael Kerrigan (Fulton Hogan), Education and Training Minister Sue Ellery.

**Environmental Achievement Award (sponsored by Enviro Plant Hire):** Enviro Infrastructure



David Waters (Enviro Plant Hire), David Schlueter (Enviro Infrastructure).

Plant Operator of the Year (sponsored by CJD Equipment): Klemm Dykes, WA Limestone



Glenn Martin (CJD), Klemm Dykes (WA Limestone).

Project Manager of the Year (sponsored by Major Motors): Aaron Livingstone, BMD Constructions



Frank Johnston (Major Motors), Aaron Livingstone (BMD).

Safety Coordinator of the Year (sponsored by PSC Insurance): Ben Derry, Georgiou



Caroline Jackman (PSC Insurance), Ben Derry (Georgiou).

Safety Program of the Year (sponsored by PSC Insurance): East Kimberley Civil & Plant



Caroline Jackman (PSC Insurance), Kate Tsorvas (East Kimberley Civil & Plant)

Site Supervisor of the Year (sponsored by Before You Dig): Michael Watts, Whittens



Andy Graham (CCF WA), Tom Fallon (Whittens, accepting for Michael Watts).

Training Coordinator of the Year (sponsored by CTF): Jason Stern, Georgiou



Tiffany Allen (CTF), Jason Stern (Georgiou), Education and Training Minister Sue Ellery.

Training Employer of the Year (sponsored by CTF): Georgiou



Tiffany Allen (CTF), Kristyn Roberts (Georgiou), Education and Training Minister Sue Ellery.

Women in Civil Award (sponsored by Kais Hire): Alyssa Nixon-Lloyd, Fulton Hogan & Courtney Wieffering, Valmec (joint-winners)



Sharon Kais (Kais Hire), Alyssa Nixon-Lloyd (Fulton Hogan), Courtney Wieffering (Valmec).

Workplace Health & Safety Award (sponsored by PSC Insurance): Buckby Contracting.

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## Valmec delivering at Greenbushes expansion

CCF WA Member Valmec (Part of the Altrad Group), are a leading energy, resources, and infrastructure services group that provides engineering, construction, commissioning, and maintenance services from conception to decommission, across the full asset lifecycle. The company is currently working together with its client Lycopodium Minerals to develop the new Mine Services Area (MSA) at the Talison Greenbushes Lithium Mine in Western Australia's South-West.

The existing Greenbushes mine is one of the oldest in the state and due to the expansion of the Talison Mine site, there was a need to build new, improved facilities.

Lycopodium Minerals is providing EPCM (Engineering, Procurement, Construction Management) services while Valmec's

infrastructure team are constructing the bulk and detailed earthworks for the new MSA. This includes the placement of 300,000 tonnes of select and engineered fill, construction of stormwater drainage and management infrastructure, two large attenuation ponds, large pitched open drains and a new access intersection linking all roads

and internal tracks, joining the MSA with the existing mining operational areas.

Detailed earthworks are now nearing completion with concrete contractors on site to commence with the structural work. Storm water draining and attenuation ponds are also nearing completion with anticipated wet weather approaching, and the bulk underground package scope is well underway with the installation of 54 kilometres of pipes and conduits.

Valmec, who commenced the project in November 2021 and is due for completion in August this year, has an outstanding safety record with four million hours lost-time-injury free and zero major incidents.

Greenbushes is the world's largest active lithium mine with the largest known hard rock lithium reserve and contains the highest concentration of lithium oxide available of any active mine. The project is integral to the lithium expansion plans so that Talison Lithium can meet the growing needs of its customers.

The expansion of the mine and ore upgrading facilities is a key deliverable in Talison's supply strategy to grown total combined lithium carbonate equivalent production from 80,000 to approximately 165,000 tonnes per year in the next decade. Valmec said it is proud to be part of this milestone capital expansion project for Talison and looks forward to building a solid and long-standing relationship with both Lycopodium Minerals and Talison Lithium.

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- Workshop / Maintenance Managers
- Construction Managers / Supervisors
- WHS / HSEQ Advisors



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## NOMINEES SPECIAL FEATURE

CCF WA's Industry & Training Awards are our annual celebration of individual and corporate excellence in the Western Australian civil construction industry. And just like our industry, the Awards are growing in size and stature, with a record 70 nominees this year across 19 categories. The award winners were announced at the Industry & Training Awards Gala Dinner on Friday, May 20, 2022 at Crown Perth. Read more about the winners on page 28.





## Ben Donovan – WA Limestone

Ben is a motivated individual with a great attitude; he is the kind of person who is always willing to go in and get the work done. Ben has a strong work ethic and is all about learning as much as possible. He is always an extremely positive worker. If Ben is assigned any job that is less than desirable, he always takes it in his stride with no complaints. Ben has tackled all challenges head-on and with both hands, even with a

young family in tow. With just over two years to go on his apprenticeship, Ben will make an exceptional tradesman due to his great attitude and focus on learning all the aspects of the HD diesel mechanic trade.



## Cain Earnshaw – WA Limestone

Cain started his apprenticeship in January 2021. Having recently completed his first year he is a very keen learner and has an extremely high work ethic. When Cain started his apprenticeship with WA Limestone, he was shy and reserved. Since then, he has come out of his shell and is proving to be an asset to the organisation. Cain receives each job with a positive attitude. He is a very keen learner and has an extremely high work ethic. Even when certain jobs are less desirable, he always completes them without complaint.

Cain has proven to be an exceptional and dependable employee, always willing to attend a last-minute machine breakdown or callout jobs without any fuss.



## Gyce Little – RJV

Gyce commenced working for RJV in September 2020 as a mature age Apprentice Light Vehicle Mechanic. Though he had no previous mechanical experience, Gyce expressed great enthusiasm for the opportunity. Gyce consistently shows a clear interest in listening, learning, and absorbing the information being offered to him. Gyce has embraced the company safety policies and procedures and understands the safety goals that need to be achieved for a safe working environment. This is evident in the Take 5 and isolation procedures and the wearing and use of the correct PPE. Being equipped with this knowledge and understanding has afforded him the opportunity of obtaining his high-risk work license. Gyce has shown a high level of interest in the onboard diagnostic equipment and has gained valuable skills in using this device. This

includes the coding of smart keys, injector programming reading, diagnosing engine fault codes and the use of live data to identify mechanical and electrical faults. Gyce now has the basic knowledge to read and understand system schematics. Gyce has identified some of his future goals that he wishes to achieve along the way – obtaining his HR license, fire suppression certificate and air con license that will allow him to be more effective in his role. Gyce will be a great mentor and role model for future apprentices joining the RJV team.



## Dale Backshell – Nudge/Georgiou

Dale is undertaking a Certificate III in Civil Construction – Surveyor with Georgiou on the Leach Welshpool Alliance, Welshpool, and is currently working various civil construction tasks including materials and general labouring, traffic management support, carpentry duties and tasks and surveyor support. Dale has taken to civil work life well and has adapted to the demands in a short amount of time – even as a trainee. He is a hard and consistent worker on all tasks and duties that he is assigned. He is focused on working safely and properly, he is not afraid to get in and do the job and relishes on learning from experienced colleagues.

Dale is a team player despite being one of the youngest crew members. He is genuinely interested in the civil industry and workspace and has a bright future ahead of him.



## Deba Cook – Tonkin Gap Alliance

When Deba's supervisor from a previous job started working for Georgiou, he was quick to offer Deba a traineeship in operating plant in his team. Deba jumped at the opportunity, and although he had not previously undertaken a traineeship, he approached his training with nothing but determination and a positive attitude. Deba is always asking questions, especially regarding safety, and is not afraid to speak up if he sees something that doesn't look right. Deba sets aside hours every week to focus on his course work and returns to work inspired, with an enthusiastic and confident attitude. Deba's knowledge and expertise in construction has grown substantially at TGA during 2021, having been exposed to many elements of the complex Tonkin Gap project including working near the rail corridor with live cables, installing and

backfilling MSE panels and working near live traffic. The traineeship has extended his knowledge, understanding, and confidence on site. Deba appreciates that the experience gained through this opportunity is not only relevant to his current role with TGA but also for his career, regardless of which project he is working on. Deba has proven time and time again that he is an asset to TGA, and his supervisor and teammates describe his positive attitude and happy demeanour as contagious among the crew.



## Mable Cuttabutt – Nudge/Laing O'Rourke

While completing her traineeship on the construction phase of the Armadale Access Alliance project, Mable adapted to civil life and proved to be a hard worker. In Nudge's involvement and engagement, they have witnessed Mable's personal and professional growth, which is a testament to her resilience, motivation, drive, determination. Mable's quiet demeanour didn't distract from her strong work ethic and willingness to work with her team, including team leaders and supervisors. They had praise for her application to civil work tasks and her focus on always doing her best on project.

On completion of her traineeship Mable celebrated by purchasing her first car. Laing O'Rourke and Nudge wish Mable all the best with her future endeavours and career.



## Troy Garlett – Nudge/Laing O'Rourke

Troy has been a trainee with Laing O'Rourke as part of the Armadale Access Alliance for a period of two years and is currently working in civil projects with Laing at their Thomas Road site. Troy took to civil work life with gusto and passion and has developed excellent work skills. Troy has proven to be a hard and consistent worker when placed on tasks and duties assigned to him, as attested by his employer on numerous occasions. His team leaders and supervisors describe him as a team player and a good young man. Troy has also shown leadership qualities, having acted as a mentor

to his fellow trainees; providing support, guidance and counsel. Troy was co-winner of the Nudge Trainee of the Year Ward – Technical for 2021 based on his strong work ethics; his willingness to go above and beyond in all that he does in his traineeship units and work performance; and feedback from his Nudge mentor over the past 24 months.



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## Anthony Martin – Fulton Hogan

During his Indigenous Traineeship in Civil Construction, Anthony developed from a trainee with no civil construction experience, to the most experienced and competent Leading Hand in the Signs and Lines Department.

In his role as a leading hand, the energy and effort Anthony displays is inspiring for the whole team, and there were many nights his Works Manager would get a call from Anthony as he was poring over the next day's works and seeking clarification to ensure the works went as smoothly as they could. He is valued incredibly highly for the dedication and professionalism he shows in that role, but does not shy

away from responsibility in areas that are not his expertise and has sought out the necessary knowledge to be able to be an effective leader of all the work groups that fall under his responsibility.

Fulton Hogan looks forward to seeing where Anthony goes in the future as he continues to develop and grow into a leader at the company.



## George Narkle – Carey Group Holdings

George Narkle is a Whadjuk Nyoongar man from Perth who is keen to make a difference and be a leader in society. In his first year undertaking a Cert IV Civil Construction Supervisor traineeship, he has had exposure to a wide array of projects covering roadworks to demolition, structural and civil construction, around the state from Esperance to Kambalda.

In partnership with a leading supervisor he is currently overseeing the Southern Foreshore Landscaping project at the Two Rocks Marina. In addition, George has proven to be an asset in the field; assisting the management team in their daily tasks and having a good read on people and interpersonal relationships.

George has read into situations on the job site and provided insight and guidance on matters arising between Aboriginal workers and site

management, showing a knowledge and maturity level many years ahead of his age.

George has proven to be an asset to CareyMC, whether he's inside advancing his technological and professional communication skills or out on site. George's Operations Manager described him as a rare find and future leader, saying, 'my biggest problem is that I don't have two of him'.



## Ky Smith – Nudge/Laing O'Rourke

Ky completed his civil traineeship with Laing O'Rourke as part of the Armadale Access Alliance earlier this year, and by project's end he had become a valued member of the team and crew at the AAA project.

From the beginning, Ky was engaged and up for the challenge of civil works and developed excellent skills with a particular interest in the carpentry aspects of civil works. As a result, he excelled in this sub-field under the guidance and supervision of experienced contractors and crews.

Raised by his grandparents, Ky is a well-grounded and likeable young man with maturity beyond his years. Ky is a team player; he always tries his best and his previous and current team leaders, supervisors and co-

workers happily attest to this.

Ky is currently working in civil projects with Laing at their Thomas Road site, using the skills learned through his civil traineeship including: tilt-up – concrete and form work; materials and general labour; carpentry duties and tasks: machinery; and stores support.



## Alyssa Di Lanzo – Motivation Foundation

During completion of her Certificate II in Civil Construction, Alyssa was a highly motivated student, proactive in all aspects of job planning and execution. Her communication skills along with her ability to operate machinery to a precise standard made her a brilliant role model for the other students. She was truly liked and admired by all the other students. Alyssa always stepped up to the tasks given to her and accomplished them safely and with ease and eagerness. She was always an active contributor in classroom discussions and participated in all activities.

Alyssa impressed the trainers with her understanding and operational skills to a level that they have not seen in this industry for someone her age. Alyssa progressed consistently throughout the course. Her attitude towards safety was exceptional, which was demonstrated in her operation

of the machines. Her forward thinking, calm personality enabled her to achieve skills that made her a safe, competent student and highly employable.

Alyssa completed all her training modules with ease and accuracy. The knowledge she acquired from the course gained her immediate employment upon graduating at Level One Concreting.

Alyssa was awarded Student of The Year for the Motivation Foundation Academy in 2021.



## Clarke Doolan – Motivation Foundation

Clarke stood out from the crowd at the West Swan Civil and Mining Academy for his communication abilities and operating standards as well as his vibrant personality. Clarke had a well-rounded knowledge in many areas, and his ability to competently operate all machinery made training him very easy.

Clarke's participation in class was exemplary, and his engagement in class discussions motivated other students to become involved. He took lead positions in the tasks that were issued to the students, never choosing to just stand back and watch. Clarke's consistent attitude towards safety and learning was admired by his trainers.

During his training, Clark achieved a Certificate II in Civil Construction; completed Civil Construction White Card; achieved a roller competency ticket; completed the Motivation Training Centre Practical - Stormwater

Drainage, and pipelaying; completed the Motivation Foundation reticulation removal, realignment, and installation; and worked on the Glenn Forest asphalt footpath construction, bulk earthworks at Darlington Community Pavilion and Youth Futures Caversham concrete pad.

Clarke's desire to succeed provided him the opportunity to be chosen by Westrac for their highly competitive Heavy Diesel Apprentice Program.



## Jozsef Everingham – Motivation Foundation

Jozsef achieved Student of the Year for the Southwest Collie Civil and Mining Academy. Jozsef always showed outstanding leadership skills within the team, was always punctual and made himself available to assist other students experiencing difficulty within the course. Jozsef showed an applied, positive, can-do attitude and took pride in himself, his machines, and his work.

Jozsef's Project Manager said, 'Joe is an eager learner who willingly carries out tasks set to him. Joe is exposed to Deep Drainage installations, Groundworks and Light Machine operations across various sites and environments with pleasing feedback from site and project management. He demonstrates a competent civil construction aptitude, from which he will develop the requisite skills and knowledge to be an effective civil tradesman. Joe also displays a necessary cautious approach and

attitude towards safety, required at his level of experience.

Joe displays a solid work ethic and proactively looks to keep busy. He accepts and undertakes instruction without issue, asks relevant questions, and shows an interest in his work.

Joe consistently displays a positive attitude around the workplace and towards his day-to-day tasks which is most pleasing. Combined with his eagerness to learn, he is proving to be a valuable member of the JAK Civil team.'



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## Ross Brown – HIQA

Ross Brown has grown from a trainee in 2020 to fast becoming a valued materials technician here at HiQA Kanga and Associates. Ross brought a unique and specialist skill set which he developed during his time in Military. This focus and great attitude toward learning has allowed to him to step up to be a great leader within the team. Ross started in the laboratory learning various tests and it was clear from the start he would excel in this role. After a few months Ross was introduced to the field-testing side of things, meeting clients, working independently, really getting a good understanding of the CMT industry and what was required. Ross now has a strong focus on our clients and providing the yes experience, to ensure there are no delays to their project's timelines.

Ross has built great relationships with clients all over Western Australia, this has had a positive effect on the business. Laboratory techniques. His knowledge of testing and the industry is growing at a rapid pace.

Ross is on track to complete his Cert III in Laboratory Techniques this year. He will then be enrolled in a Diploma in Laboratory Operations to continue perfecting his leadership skills and aiming to lead the daily operations of the laboratory in the future.



## Ben Connell – Georgiou Group

Ben is a highly respected Plant Operator on Georgiou's Leach Welshpool Alliance project. He commenced his Certificate III in Civil Construction Plant Operations in June 2021 after being identified as a great operator with potential to become one of Georgiou's best all-round Plant Operators.

Since commencing his traineeship, Ben has progressed through his training at an accelerated pace and with enthusiasm. He leads by example, encourages other trainees on his site to attend and participate as he does. As Ben already had a number of Plant tickets, he was proactive in determining the units he undertakes as a part of his Certificate III in Plant Operation; selecting units that would provide him with the greatest opportunity to learn and gain knowledge on different plant equipment rather than taking the easy path by getting credit transfers for the units

he could. He has taken ownership of his own training, and endeavours to complete all units on time and to a high standard.

One of Ben's greatest attributes is his ability to problem solve. When Ben finds a problem, whether that's in relation to his day-to-day roles, safety or his traineeship, Ben demonstrates the ability to address the problem head on and easily finds a solution. Ben is an invaluable member of the team who is extremely productive and safe on site.



## Ethan Roydhouse – Buckby Contracting

Ethan joined Buckby Contracting in 2020 and signalled to his supervisors very early on in his employment that he was interested in undertaking the Cert III in Civil Construction traineeship. He was enrolled into the traineeship with Buckby Contracting that same year, and it has been a great journey for the business and Ethan ever since.

Ethan has a very strong relationship with his team and has worked effectively as a part of a very high performing drainage crew on some quite difficult projects. One notable achievement for Ethan was being a part of the team that helped work on one of the companies most challenging construction projects in 2021. While the project proved to be difficult for many, Ethan pushed through to deliver a fantastic result. Much of the course work included in his training is a part of day-to-day workload for Ethan, so it is great for him to benefit from the

training knowledge by understanding the methodology and key functions behind certain tasks. Unit topics such as installing water mains pipelines and sewer systems are regular requirements for Ethan on site, so covering them in training has been a great benefit.

Ethan was also very pleased to be involved in the first group allowed to change their qualifications from a traineeship to an apprenticeship.



## Stephen Hearn – Georgiou Group

Stephen Hearn commenced employment at Georgiou as a head drainer in 2020. As Stephen had previously worked at Georgiou, his supervisors knew he had the potential to move into a more senior role. Shortly after commencing, he showed his ability and enthusiasm to become a leader at Georgiou. He was identified by his superintendent as a great candidate to be placed on the Certificate IV in Civil Construction Supervision to assist in the progression of his career.

Throughout 2021, Stephen demonstrated his passion for development of himself and those around him by being enthusiastic and committed to training and development. Stephen ensures that during on-site training sessions, he is 100% present at the training and not distracted by things occurring on site at the time, and encourages others undertaking the training to do the same. This approach has resulted in Stephen completing units faster than other trainees undertaking the same qualification. Stephen has demonstrated a great understanding of the requirements of

his qualification by being able to immediately identify and provide the evidence required, completing all assessments to a high standard. As a result, Stephen was deemed competent first time around without having to rework any of the units.

Stephen not only ensures he makes himself available for training when it has been arranged but proactively seeks out opportunities to learn by enquiring about additional training he can undertake to further his career. Stephen's enthusiasm and willingness to learn is a great attribute and the reason why he has been so successful in his training and career at Georgiou to date.



## Michael Kerrigan - Fulton Hogan

Mick is an extremely focussed, driven and ambitious employee whose attention to detail and organisational skills are standout traits. Mick is continually trying to raise the bar, not only personally, but also professionally across the team. He is always looking for ways to be more efficient. He loves a challenge and is continually applying himself and looking for opportunities for improvement in everything he does.

These characteristics, and the skills and experience he has gained in his roles to date, can be seen in his willingness, desire and diligence towards completing his Certificate IV. Mick has been a standout trainee for Fulton Hogan, having completed his units with high distinction well ahead of time.

Coming from a drainage background, he has transitioned extremely well into road maintenance and construction, where he has been an integral part of our Bunbury-based team and the successful delivery of the Commonwealth funded stimulus works.

Starting off in the role as Heavy Maintenance Foreman, Mick

quickly became the Senior Supervisor/ Superintendent in the Heavy Maintenance team before more recently being promoted into the role as the Heavy Maintenance Co-ordinator. Mick received high praise from the client with delivering the best grader laid project within a high-quality programme of work.

Mick has been able to combine his practical knowledge with the more formal theory component of the traineeship to propel his own growth and career forward within Fulton Hogan and the civil construction industry and will continue to do so as he matures in his role.



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### Jason Stern – Georgiou Group

Jason is the Learning and Indigenous Engagement Manager at Georgiou, designing, implementing and delivering all learning, development and training requirements for employees. Jason also heads up the Indigenous engagement approach for Georgiou, sitting on the company's Reconciliation Action Plan (RAP) Committee and steering the Community RAP Working Group. The training culture at Georgiou has completely transformed under Jason's leadership and its impacts are seen beyond Georgiou. In 2021, Jason was the lead for submitting a proposal to OMTID to employ long-term unemployed people in construction roles on the Leach Welshpool Alliance. Under Jason's leadership, Georgiou has been awarded the CCF WA Training Employer of the Year an industry-leading six times. He is an advisor on the WA Civil Construction Industry Training Committee.

Jason drives the 70-20-10 learning philosophy within Georgiou. The 70% is 'learn through doing' which enables employees to discover and refine job-related skills, make decisions, address challenges and interact

with influential people such as managers and mentors within work settings. 'Learn through others' (the 20%) is learning through a variety of activities including social learning, coaching, mentoring, collaborative learning and other methods of interaction with peers. 'Learn through courses' (the 10%) is professional development – either eLearning or face-to-face training.

Jason has strong relationships at every level of the company, from foreman and drainer up to CEO. He does this through strong interpersonal skills, open and transparent communication and a strong desire to help employees and their managers achieve great training and learning outcomes.



### Kate Tsorvas – The Consolidated Group

Kate is the Training and Compliance manager for Consolidated Group, which includes subsidiary companies East Kimberley Civil and Plant and Consolidated Transport Services. Kates communication skills are impeccable and have resulted in individualised training plans that ensure every employee has access to a range of training opportunities both internally and externally. She constantly researches available funding and other opportunities for the company.

Kate has created over 20 different inductions using our online system to ensure every employee is highly trained in all aspects of the business in an interactive way. She has also established a Training Business Development Plan including training budget, training compliance, individual training and performance management system, KPIs, training flyers and an interactive training calendar that is shared with all management.

Kate initiated a grant application with a safety RTO WHS Foundation, jointly applying for a Heavy Vehicle Safety Awareness grant to establish

training for civil operators who are working around heavy vehicles. She initiated Consolidated Group to be third party audited by a Worksafe assessor, and we were awarded Silver status with the training standard being our highest score.

Consolidated Group won the WA Medium Employer of the Year in the 2021 WA Training Awards and was a finalist in the Australian Training Awards thanks to Kate's efforts. Since then, she has completed ambassador work for the WA Department of Training and Workforce Development. Kate has previously worked as a primary school teacher, swim teacher and fitness instructor. Her love of teaching and learning is evident in her civil work.



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### Consolidated Group

Consolidated Group grew rapidly in 2021 going from 10 to 40 employees. As we grew, our Training Business Model needed to focus on "Train to Retain" employees that could operate our entire fleet and mentor new employees. We did this by embedding a training culture into our business. A new Memorandum of Understanding with a local RTO allows us to deliver 8 Nationally accredited plant operation training courses inhouse with our 2 qualified Trainers and Assessors in a variety of ways: on the job, off the job, RPL and through a buddy mentor program; where employees teach each other to gain confidence.

The outcome of this RTO partnership is that we have delivered 275 National qualifications in 12 months. 100% of our work force is actively engaged in training, both Nationally Accredited and in house.

All in-house training is delivered through an online portal including videos we created using our drone, assessments, policies, procedures, PowerPoints, and face to face mentoring.

The outcome of delivering quality training is we competitively won tier

1 and 2 civil contracts including for the NEWEST Alliance, Local Government civil contracts, and other long term civil work. We have also seen greater staff retention.

85% of our workforce, who we have trained to be qualified to work in the civil sector, are from underrepresented groups (female, non-English speaking, Indigenous, people with learning disabilities).

We are constantly evolving and changing, and we constantly measure and assess our outcomes. We have worked with Baldvis High School, Curtin University/CCIWA and the Job Ready Infrastructure Program, a State initiative, and have various work experience cadets complete their hours with us regularly.

We won the WA Training Awards – WA Medium Employer of the Year 2021 and were one of three National Finalist in the Australian Training Awards – Medium Employer of the Year.



### Georgiou

At Georgiou, there is a great emphasis on the development of our employees with a program to suit any employee in any position; be it in the field, the office or in management - there is a program to suit everyone. All of Georgiou's development programs can be modified to suit the career path the employee would like to take.

Georgiou has a dedicated Learning and Development team who oversee all programs, reviewing, developing and adapting them as required.

In 2021, Georgiou had 67 Trainees and Apprentices in the fields of Civil Construction, Heavy Plant, Engineering and Business. As Georgiou works on several projects that require Priority Start, Georgiou as the Head Contractor leads by example and far exceeds the training requirements for those projects, while providing training and guidance to subcontractors – which is unique in our industry.

Georgiou was the first construction company in the Perth Metropolitan area to have a customised Infrastructure Ready program designed in-house and endorsed by Main Roads WA. The program was run in partnership with Main Roads on the Leach Welshpool Alliance (LWA) project. Once completing the program, several attendees were offered full-time

employment, with 10 commencing on LWA and being placed onto a Certificate III in Civil Construction Apprenticeship.

The Skills and Competency Passport is a tool used by Georgiou's field workforce, designed to help define and measure competencies and development for most positions. It assists in recognising individual gaps and will help employees to hold proactive development/goal conversations to increase overall capability and career progression. Once the employee is considered competent for all the performance criteria in a level, they are then considered for a promotion resulting in a more qualified workforce.

Georgiou's Core Training ensures fundamental compliance is met and employees are provided with pertinent information on key Georgiou systems and processes. The dashboard identifies and tracks the Core Training requirements for all roles and employees, providing a clear outline for managers as to the status of their employee's training progress and the overall team's progress.



### Terra Firma Laboratories

At Terra Firma Laboratories we pride ourselves on the unique employment opportunity we offer our employees as one of the main companies in Australia that perform Geosynthetics testing as well as soil, concrete and permeability testing.

We offer internships to Year 12 and school leavers with the view to provide either full time positions or to provide on-going casual positions throughout the year, which can work around university or further studies. Culturally and Linguistically Diverse opportunities are offered to new immigrants to Australia which included work experience, mentoring and job opportunities. The success of this aspect reflects in our diverse team from a broad range of countries from around the world. Everyone who joins Terra Firma Labs bring their own experiences and qualifications, and adds to the depth of knowledge and quality we share with our clients.

Training consists of on-site training and practical hands-on program that allows all new staff to gain a nationally recognised Certificate IV in Laboratory Techniques. Additionally, we provide a workplace training and competency assessment for each testing service which is aligned to both

NATA accredited and Australian testing standards specifically for the CMT industry. Both types of training complement our goal of providing lifelong learning and experience to all our team. For the individual, this offers a pathway to build a sustainable career in the construction materials testing industry and acquire transferable skills for the future.

Since commencing this training program in 2013 we have enrolled 31 trainees across 4 sites, with over 40% of those individuals still retained as staff today. During that same period, we have employed 17 university students during their undergraduate studies. Over 20% of our trainees have progressed into leadership positions, a true reflection of how our trainee program has set the foundation for our organisational sustainability.

At Terra Firma Labs we are proud of our employee retention rates and our training program that has created a strong and sustainable core team who can respond to growing industry demands at all levels.



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## Amy Langan – CATS Corporation

Amy joined CATS Construction in 2018 and today has the title of Accounts Manager across our two businesses. 2021 was a big year that saw large project awards, new software systems and moving offices, and Amy played a significant role throughout all aspects. When CATS integrated a new software for plant and equipment tracking, management and rental control, Amy took on training with the supplier to get a full understanding of the system and today continues to manage the training of other members of staff within the business. This new process has enabled us to streamline our billing and maintenance in which Amy plays the key role. Amy's colleagues all have the highest respect and regard for her as she quietly and naturally builds great relationships with

everyone around her. Amy has a strong eye for detail and takes initiative to help wherever she is needed. Amy always conducts herself with absolute professionalism and will always seek out the best possible avenue that works for everyone regardless of who they are. Having had no previous experience working in an office environment before CATS, we are just thrilled Amy is with us and believe every SME needs an Amy in their business.



## Kerrie McNevin – Fulton Hogan

Kerrie is an integral member of the Fulton Hogan team in Bunbury, constantly learning and applying herself in her role as Maintenance Administrator to add value and provide support across the multiple facets and departments within the Maintenance team. As well as dealing with the day to day document requirements from the field teams, assisting with meetings and minutes, and ensuring the team is aware, equipped, focused and supported in daily delivery, Kerrie is a much-needed support resource to the Routine Maintenance and Signs & Lines Managers. In addition, Kerrie has taken on further responsibilities that have reinforced her leadership capability, including becoming a Duty Manager for afterhours incidents, callouts and major emergencies, ensuring network and road user

safety is a priority at all times for the Southwest Communities, and helping to meet clients' high expectations. Kerrie has also spearheaded MMIS, which is the clients Maintenance Management Information System to record defects, inspections and achievements across the network. Kerrie's great communication skills and easy-going nature are well regarded by her peers and the client alike and will continue to be a valuable asset to the Maintenance team at Fulton Hogan.



## Stacey Roberts – Whittens

Since commencing with Whittens in 2019, Stacey has been the backbone of a number our projects and asserted herself as the master at site administration, no task is too hard for her. Her skills and abilities range across the board – to say she multitasks would be an understatement – and Stacey handles this with a calm and collected nature. Stacey works effectively with all departments across the business and shows dedication to business improvement; she recently partnered with our project controls team. Her bubbly, approachable personality makes Stacey great at what she does and is essential for work in a remote environment, making new starters feel at ease and comfortable while being such a long way from home. Her willingness to go above and beyond, that

extra mile, is to be admired by all. She has a kindness and warmth to her, greeting all new starters, employees, clients, and visitors to site as though if they were a friend. She nurtures relationships that are essential when dealing with our clients and suppliers. Stacey also effectively onboards and trains all site admins across the business and consistently goes the extra mile in the best interest of the business. She is one of the many reasons people want to work for Whittens.



## Lisa Russell – BMD Constructions

As Site Administrator, Lisa plays a vital role in the business and her efficiency, attention to detail and excellent communication makes her an integral part of the success of BMD's WA operations. Lisa co-ordinates with multiple subcontractors to ensure all documentation and mobilisation requirements are met and plays a strong role in ensuring project schedules are achieved. Lisa's thorough planning often sees her going above and beyond in her daily work. For example, on her rostered days off, if changes are required, Lisa is happy to assist to ensure the remote sites can continue to operate smoothly. Lisa shows empathy to all her colleagues and provides vibrant and professional verbal and written communication. A good listener, Lisa always takes the time to understand where people need assistance and will either

show them how a particular process works herself, or she will refer on to the best person. The challenges of COVID-19 have made mental health issues more prevalent. Lisa has made a major contribution to providing solutions and care by offering a friendly approachable presence in the workplace and implementing support, tools and resources for people to get help. Underpinning Lisa's approach to communication is her belief that sharing useful knowledge benefits the entire team.



## Sophie Brett – Ertech

Sophie has excelled in her role taking on the challenge of a roaming HSE Advisor in the Ertech business. Being a shared resource working across multiple projects, clients and differing standards, Sophie has demonstrated a real strength in adapting to the changing environment and has greatly aided the business in ensuring safety continuity across various projects. She has provided additional assistance to projects where required and has noticeably been recognised by project managers and project team members as a person who gets things done. She is self-driven, sets high standards of performance for herself and always follows through. Sophie understands the importance of connecting and engaging with people. She adapts her approach to different personalities and caters her HSE strategies around these and the site requirements. Sophie has demonstrated strong leadership when onboarding or transitioning team members onto a project. Her knowledge of systems

and standards and thorough process ensures the high standards of HSE are maintained on the project. Sophie's outgoing and energetic personality shines through when she delivers HSE training or toolboxes. Sophie is known for thinking outside the box. On the Barrow Island project, Sophie ran a 'Quiz Night' Toolbox where she was applauded by the crew for making it engaging and not just another 'safety talk'. Sophie has had a significant role in developing Ertech's training program to ensure it is fit for operational purpose across the business.



## Ben Derry – Georgiou Group

Since joining Georgiou's Infrastructure business unit as an HSE Advisor in 2013, Ben has worked his way through to Senior HSE Advisor and was promoted to HSE Coordinator in 2021. Ben is committed to driving Georgiou's safety culture and ensuring our people have the skills and support they need to do the same. Prior to joining Georgiou, Ben's background was in counselling, and this is evident in his hands-on approach and investment in getting to know his colleagues personally. Ben invests time with his colleagues on an individual level, in all roles, supporting them with their strengths and weaknesses, and is always willing to assist. Ben's transition into an HSE Coordinator role came into fruition in 2020 when he requested an opportunity to support all of Infrastructure's WA projects. Based on his previous performance and the dedication he had shown to his role and our people, the HSE Coordinator role was created

for him. Ben has dived headfirst into his new role, and it is a testament to his commitment and hard work that the area he oversees is thriving under his guidance. In 2021, Georgiou enrolled their infrastructure supervisors in a Certificate IV in Work Health and Safety to further their ability to foster a safe work environment. Ben took it upon himself to personally coach five of those supervisors through to successful completion of the qualification. This type of involvement is typical of Ben's approach to health and safety, and he continually promotes selfless and genuine behaviour.



## Kieran Jessup – Whittens

Kieran joined Whittens in 2021, and within such a short period of time he has proved to be a highly valued asset to our business. Kieran's role includes support winning work, project mobilisation, delivering safe projects, and assisting in creating a positive health and safety culture and improved performance. Kieran has managed to achieve all of this, plus more. Not only is he responsible for overseeing the functionality of a team of 10 safety advisors over five sites, but he is also instrumental in driving our company's strategic pillar of managing our critical risks on our sites. Kieran has developed over 30 high risk targeted inspections and identified critical controls. The inspections provided specific verification items that assist the person completing them. The inspections were designed to ensure there was engagement with our workers, with each inspection requiring the person completing the inspection to have a

discussion with our workers. Kieran also developed electronic online forms for every inspection on our database, allowing the forms to be completed on phones or tablets in the field. On top of this he developed a training package which has been rolled out extremely effectively. Since joining Whittens, Kieran has transformed the company's approach to project start up. Kieran has worked hard collaboratively with our site teams, has broken down barriers and repeatedly gets mentioned by our project teams as a value add for the company.



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## Darrell Cumming – Consolidated Group

Darrell Cumming is currently the longest standing employee at Consolidated Group and has been instrumental in growing the company from 3 to 40 employees. Not only is he our best all round plant operator, but he also mentors new starters in both training on the equipment, our online safety management systems and the ‘Consolidated Way’ mental and physical health plan. Darrell is nationally accredited to operate all eight machines in our fleet as well as move them on our oversize trucks with an MC license, making him an essential asset to the business. Darrell worked on many of our large-scale projects. For most of 2021 he was a loader operator on the METRONET Yanchep Rail Extension. We were asked specifically by NEWest management to supply Darrell to operate our new CAT 966M loader because of his safe work ethic. Through his

excellent operation skills, Darrell completed stockpiling of onsite material, pushing out of material to survey level, loading of trucks and leveling work area and pads for safe tipping. He was our leading hand for all NEWest work and rather than contacting management they would organize additional machinery hire and operators through Darrell. Consolidated Group’s rapid growth has been made possible because of Darrell’s outstanding leadership, attention to detail, initiative and company vision.



## Klemm Dykes – WA Limestone

Klemm Dykes has over 25 years’ experience in the logging, quarrying and civil construction industry, with the past 10 years working at WA Limestone. Prior to that his background was in using excavators, loaders and other various earthmoving equipment in the logging industry in NZ and Canada, where steep mountain faces and difficult worksites instilled a strong safety ethic. Klemm started with the company driving dump trucks, loaders and excavators in Henderson for the Gorgon Barrow Island project, before progressing onto numerous civil construction projects, primarily operating excavators of various sizes from 25 to 120 Tonne. He has completed rock excavation and installation in some of the most challenging coastal environments in the state, including for the Augusta

Boat Harbour Project, Port Geographe Coastal Reconfiguration Project, Exmouth Harbour Project, Quinns Beach Groynes Project, Mindarie Revetment Repair Project, HMAS Stirling Redevelopment (rebuilding the Causeway Rock Armour Structures), and Broome Town Beach Groyne Project. Klemm has worked his way through to be one of the best in the civil construction industry for rock placement of armour units up to 12 Tonnes, using both a standard boom and a longreach excavator, up to 120 Tonne.



## David Leslie – Buckby Contracting

David was employed in 2019 as a water cart operator and has been an asset to the business since his start date. He has almost 20 years of experience in the civil construction industry and is a pleasure to be around. David is always willing to lend a hand on site, and when he is not operating the water cart he can be seen leading the labourers on various civil construction activities. He has always been willing to help coach and mentor our newer team members when required. Typically, he will offer a helping hand on whatever task is deemed critical to achieving key milestones of the day. David is one of the most hard-working individuals on the team and refuses to stop working on a job until it is completed. On a recent subdivision site, David helped to exceed our project goals

through his effective dust management. This was critical as the site was in a residential area and close to a nearby school. He was committed to getting to work early to complete the necessary pre-starts and fill up the water tank as soon as he could in line with construction start times. David controlled the dust on the job site and successfully helped to mitigate any complaints. For us it was another example of the effort David goes to generate a win for the business.



## Patrick Maloney – Georgiou Group

Patrick joined Georgiou as a construction worker in 2019 on the \$28.7m Karel Avenue Upgrade for Main Roads WA. He is now working on one of Georgiou’s major WA road projects, the \$93m Main Roads Leach Welshpool Alliance project, beginning as a wheel loader operator before being promoted to leading hand and then foreman. With the site’s tight operating area and surrounding live traffic, safe access to the site is crucial. The site has approximately 25 access gates and Patrick is across all of them. He recently identified an opportunity for the structures team to build 70m of a wall originally scheduled for later in the program. This resulted in significant cost and time savings for the project. When working in narrow metropolitan corridors, safety must be front of mind, particularly when coordinating plant machinery and live

traffic. With his experience operating and coordinating mobile plant, along with his excellent communication skills on-site, Patrick always maintains a safe operating environment. This has resulted in him winning the Annual Safety is My Way Award for the past two years. Patrick is also a member of the WA Site Connector’s WHS Forum, where representatives from our WA projects come together to discuss site safety. Patrick is driven and ambitious, always keen to learn new skills and take on more responsibility.



## Bruce McLeay – DM Civil

Bruce has been one of our leading excavator operators for 20 years. His diverse experience across our capabilities makes him a valuable resource on projects which require attention to detail and high levels of consistent performance. His efficient operation and daily care of equipment continues to benefit. On the Fremantle Main Drain project along Phillimore Street, Bruce assisted archaeologists to uncover a 25m wooden box drain that held heritage and archaeological significance. The use of mechanical excavation is non-standard practice so close to a service, but the archaeologists trusted Bruce’s expertise and allowed him to excavate using a 1T machine, saving time and effort hand digging. Bruce’s consistency of quality and safe production capabilities, willingness to adopt new technology and self-imposed high maintenance standards sets

him apart from other operators. On the same Fremantle Main Drain project, the original drain, constructed in the 1800s, had heritage and archaeological significance. Based on an old drawing, the approximate location of the drain was identified. Bruce assisted the archaeologists to uncover the 25m wooden box drain using a 1T machine. The use of mechanical excavation is non-standard practice so close to a service, but the archaeologists trusted Bruce’s expertise and allowed him to excavate, saving time and effort hand digging.



## Jared O’Dowd – Whittens

Jared initially commenced as a Labourer with Whittens last year, however he quickly established himself as an outstanding quiet achiever within the crews. Since starting with Whittens on our Rio Tinto White Quartz Road Realignment project, Jared has shown diligence and initiative by taking the opportunity to upskill on periods of R&R; obtaining his plant operator tickets for a roller, loader, integrated tool carrier, and articulated haul truck. Jared worked effectively as a part of our earthworks crew at White Quartz Road and received a reward for his Safety Nomination, something that he is not only recognised for across the project, but also across the company. Jared has gone above and beyond in this role since onboarding on the project, continuously speaking in relation to safety improvements

for the site, becoming a spokesperson for this topic on behalf of his colleagues. Jared is well spoken and a true professional in his trade. He demonstrates professionalism and a proactive attitude towards safety – two qualities we really value at Whittens. Jared’s can-do attitude and willingness to learn has paid dividends across the project. Whittens look forward to continually supporting Jared’s career at Whittens.



## Jye Pedretti – Fulton Hogan

Jye has worked with Fulton Hogan for 10 years and is extremely well regarded within the team for his operational prowess across multiple items of plant, particularly excavators, loaders and MTLs. Jye is an extremely humble employee that constantly goes about his work in a professional manner without the need for recognition. Jye’s personality and friendly demeanour enables him to communicate effectively when training and mentoring the newer and less experienced members of the team and the respect he has from supervisors, managers and field staff alike, is very apparent. When Jye requested to be transferred to Maintenance to focus on his family, Fulton Hogan and the broader team supported Jye in this transition. Jye has an incredible work ethic, is meticulous and operates at a higher standard of excellence than most. As a result of his operating skills, the client is always requesting he is the

preferred operator for key drainage, shoulder and pavement works completed within the maintenance realm. Jye consistently completes his monthly drainage works orders ahead of time/ expectations, which provides opportunities to respond to other deferred maintenance and developing defects or the ability to bring other drainage works forward for the client. Jye has had repeated acknowledgements from the client in relation to the quality of work produced and is the standard to meet.



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## Luke Chadwick – CATS Corporation

Luke Chadwick joined CATS in September 2019 as Estimator/Project Engineer. He integrated exceptionally well within the business with his consistent, calm and professional manner. Luke is essentially the projects manager of our now rapidly growing Slipform division. Without Luke's expertise and ability to deal with the supplier and liaise with contractors while trying to win new work, it would have been extremely difficult for CATS to get established in the slipform market.

It was a very slow start for us, winning small jobs, but each job Luke meticulously controlled from start to finish. This led to CATS landing the biggest Slipform package ever awarded in WA, consisting of 22km on Tonkin Gap Alliance (TGA) project. Luke designed specialised moulds for TGA, working with the fabricator to design an industry-first hinged

mould that can adapt to different angle walls. Luke was the sole driver in delivering this outcome.

Luke continues to deliver the Slipform estimates and liaising with the clients through to award. He also assists across our civil division, offering guidance and help wherever he can. Slipform has grown the company to new lengths and created a whole new division within our business that sets us apart from the rest – without Luke Chadwick in our company this would never have happened.



## Rajesh Chawda – Whittens

Rajesh Chawda has been with Whittens for nearly five years. Rajesh has worked on numerous projects across the business. He is a qualified Civil Project Engineer with experience in the delivery and management of large construction projects throughout Australia.

Rajesh has significant experience in site facilitation of bulk earthworks as well as in-situ concrete works for major civil structures and structural road projects including bridges and underpasses.

Rajesh is experienced in managing workplace health and safety and has developed and maintained Safe Work Method Statements (SWMS), conducted regular safety site audits and delivered safety bulletins at pre-start meetings, ensuring that the team understands their HSE

accountabilities.

His experience and skills enable Rajesh to deliver project accuracy and quality to ensure that the project deliverables and contract KPIs are met. Furthermore, Rajesh has continually demonstrated an outstanding ability to coach, train, develop, and oversee high-performing engineers whilst boosting morale and on-the-job performance.

Rajesh is a valued member of the Whittens group.



## Lazar Cirkovic – Valmec

Lazar joined Valmec in 2019 as a Project Engineer. He has consistently excelled within his role, driven by his continuous determination to succeed and his high work ethic. With his strong and diversified technical background, Lazar has brought a wealth of knowledge and experience into the company. Lazar has stepped up many times in a caretaker PM role when new projects had landed, and we needed a reliable hand to manage the project.

Lazar's work ethic has allowed him to help exceed project goals time and time again. His strong analytical and problem-solving skills often yield practical and cost-effective solutions to overcome engineering challenges. He frequently assists other Project Engineers to better understand Water Corporation welding procedures, procurement practices and SCADA

interfaces. Lazar's strong interpersonal and communications skills have allowed him to excel and work fluidly with his team, his colleagues, our clients, and the greater network outside of Valmec.

Lazar goes above and beyond to assist our PMs and takes on much more than is expected from a Senior Project Engineer. Lazar is well liked by our clients, and has been requested by name on a number of occasions during the tender process.



## Peter De Jong – Tonkin Gap Alliance

Georgiou Project Engineer Peter de Jong joined the TGA in January 2021 and is currently the lead engineer on the southern dive structure. Peter is being nominated for his outstanding management of the challenging and complex scope of works and the innovation he has shown in creating an efficient working environment for his team and subcontractors.

Peter invested a large amount of energy and time into the design development and planning of how works could be undertaken more effectively and efficiently. One of the initiatives he adopted was organising for his team to use the Blue Beam Studio Software. This initiative has saved his team many hours of extra work and reams of paper. It also further reduces the risk of the team working without the latest drawing revisions or designer notes.

Peter has a unique approach to leading and communicating with his team and colleagues. He is direct and concise, leaving no room for misunderstanding nor confusion. One successful initiative involves his daily planning board which he uses with his team and subcontractors. Peter is well respected by his colleagues and the wider TGA team. He is always approachable and one of the first people to offer his assistance to others. He also has an excellent ability for understanding and implementing new technology.



## Bradley Saunders – Ertech

After recently being promoted to Senior Project Engineer in September 2021, Bradley was made project lead for the delivery of the \$12m Design & Construct Onslow Community Boating Precinct Project. Bradley has excelled in every aspect of his role thanks to his attention to detail and excellent communication skills.

Prior to commencing the project, Bradley reviewed the site geotechnical information and designed a temporary earth bund, complete with active wellpoint and open-pump dewatering systems, to protect the work area from the influence of tides. The implementation of his design allowed work to be performed up to 7.5m below high tide level, with 70% of the dredging and rock revetment scopes protected by the bund and able to be completed in dry conditions. Additionally, the entirety of the boat

ramp construction was performed in the dry, which hugely improved the safety and efficiency of this operation.

When conventional methods were struggling to break through the caprock, Bradley championed the use of a trenching machine which greatly reduced the required breakout force and enabled rapid rock removal.

Bradley is always respectful in his dealings with his colleagues and workmates, gaining their confidence as well as the respect of the clients he works with.



## Jack Sweeney – Melchor Contracting

Recognised for his commitment to innovation, and continuous work to enhance Melchor's best practice, Jack has recently been promoted from a Project Engineer to Senior Project Engineer. At 27, Jack is a dedicated young civil engineer who embraces new technologies, processes, and ways of thinking. During 2021, Jack has played an integral role to the value engineering and early-design input as part of the integrated team model adopted between Melchor and the Newest Alliance for the Yanchep Rail Extension. Most recently, Jack has transferred to our Mt Holland Project, and is responsible for developing and managing the construction programme, and resource management across the whole project.

Jack has an excellent understanding of project programmes. He can identify critical path activities and manage these activities in complex target schedules using Primavera P6. Not limited to working behind a

screen, Jack can deliver these activities in the field through the management of large groups of multi-disciplined resources.

Jack has been responsible for generating a meticulous Quality Assurance regime for Melchor projects, achieved through effective communication with QA managers and client representatives. Leveraging the working relationships he fosters, he has successfully coached our leading hands in design delivery, temporary works requirements and programme impact.



## Matt Upton – Tonkin Gap Alliance

BMD employee Matt Upton was one of the first people to join the Tonkin Gap Alliance in August 2020. Matt is a Project Engineer in the structures team known to his colleagues as the quiet achiever, who makes little fuss but always gets results. Matt is being nominated for his innovative ideas that helped the project team reduce time and costs, and avoid impact to nearby services. Matt identified a problem during the planning stages and developed a solution to address the issue, which was readily accepted by the client, resulting in a successful outcome.

Matt is a calm and approachable professional. He is always willing to share information to help other people learn and ask questions when he is unsure. His approach is clear and direct. He ensures that his programmed works are well communicated to the team to ensure all

potential disruptions are mitigated. He is also proactive in talking to his colleagues and following them up for information on their works which may impact his responsibilities. Matt's exceptional leadership abilities are displayed when he presents his forecasting to the Management team every month. He takes full responsibility for the budget and is across every dollar in his budget. He fully understands the process, the criticality of being accurate in his figures and enjoys the opportunity to continue to develop.



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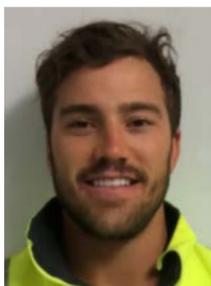


## Nick Arena – Whittens

Nick Arena commenced with Whittens for over five years ago, initially starting out as a Project Engineer on site. Nick has successfully progressed considerably since then and asserted his role as first a Senior Project Engineer that eventuated to a Project Manager within the business. Nick is someone we recognise as 'Whittens DNA'; those who champion our core values and culture onsite.

Nick is experienced in providing technical input and engineering support to the team from the design phase through to the construction of Projects. He works effectively with tenders to support project kick off, and has exceptional managerial and organisational skills that allow him to efficiently use a team of experts to get the job done. He also has a keen dedication to meeting deadlines and getting a project started on time. In 2021, Nick successfully saw the completed construction of the OB31 Flood Bund, P4-P6 Diversion Bund SP01, and the Barimunya Aerodrome Strip Remediation. Nick brings a personalised approach to Project Management

at Whittens. He has the rare trait of being able to quickly build effective relationships from the shop floor up to executive level management. He has been influential in bringing together the required knowledge, skills and experience from our clients, contractors and the wider workforce to deliver safe and successful Projects. Nick is well respected by his peers and admired by his mentors and a valued key player to Whittens. Nick has recently demonstrated his willingness to mentor and upskill entry level engineers which has proven a real success. Whittens recognise Nick as an absolute standout employee in the business for his loyalty and dedication.



## Peter Brown – Allstate Kerbing & Concrete

Peter joined Allstate Kerbing & Concrete in 2014 as a team leader and supervisor. In 2017, Peter stepped into the Operations Management Role, which was a natural fit for him.

During 2021, Peter Brown excelled in his role as the Operations Manager at Allstate Kerbing & Concrete. Peter was responsible for managing, delivering, and successfully completing over 874 kerbing and concrete jobs and projects. Projects ranged and varied from roadside patches and repairs to commercial and industrial carparks, local government works, large sub-divisions and tier 1 Main Roads undertakings. If the sheer logistics of managing 9 crews a day, which could be on up to 18 different work sites spread across the Perth Metropolitan and Regional WA areas wasn't enough, when necessity dictated, Peter would often step into the breach and onto the tools to run a team if staffing levels were down, his concreting expertise was required, or if jobs just plainly needed to be completed.

Peter often receives, manages, and fields over 150 phone calls a day – an outstanding effort which sees him managing current works, booking and scheduling new and future works and effectively dealing with staffing, plant or material issues onsite.

Peter is the first member of the team into the yard in the morning and often the last to leave in the evening. He regularly works around the clock to ensure that critical works for a client are not only completed but delivered efficiently and effectively. Unassuming in his nature, Peter is the most committed, honest and hard-working person within the construction and civil industry.



## Aaron Livingstone – BMD Constructions

As the longest serving BMD employee in Western Australia, Aaron has been an integral part of BMD'S success for seven years. With 18 years in construction, Aaron brings deep experience to his role.

Over the past 16 months Aaron has been Project Manager on one of Perth's largest projects, the \$215 million Mitchell Freeway Extension Joint Venture. He has achieved safe delivery of the project and high-quality works while remaining on budget and to program, good onsite culture and well managed interfacing between the joint venture partners. Under Aaron's leadership, his team are empowered to share responsibility as well as success. He creates a structure in which everyone is accountable and respected.

Aaron has been fundamental in establishing BMD's Code Compliance processes for both tenders and project procurement. This has involved liaising with the Australian Building and Construction Commission to agree on a Workplace Relations Management Plan; ensuring that

processes and procedures were in place to maintain compliance; and providing staff training around compliance.

Under Aaron's leadership, graduates who have joined the project with limited experience now have the confidence and ability to make the right calls and perform with excellence.

Aaron's experience and capabilities ensures he readily gains support and respect from stakeholders. Aaron always gives 110% to improve the business in WA and invests his time in advising others, improving the business and its processes. This creates better outcomes for project and estimating teams.



## Alyssa Nixon-Lloyd – Fulton hogan

Over the last two years Alyssa has managed a dynamic \$18m to \$20m programme in the Great Southern Region. Alyssa has managed both in-house delivery and sole subcontracted packages from vegetation management to greenfield road construction. This is over a 1,600 kilometre network with remote locations and complex commercial, contractual and socioeconomic issues to manage.

Alyssa leads her team and the broader Great Southern team with a high degree of professionalism. She provides compassionate leadership and her input is greatly valued by the team. Alyssa's focus on safety was evident when she attended site on a weekend night to ensure the subcontractor was maintaining the road in a safe manner during a storm. The road deteriorated quickly and her actions mitigated a potential major safety issue for the road user and minimised damage to the road asset. Alyssa's attention to detail ensured that the quality of the end project was high.

Alyssa is also mentoring a graduate engineer in her team, who is progressing well under her guidance, and steps to manage the region when the manager is on leave.

Alyssa also works with the client to improve the projects or packages that they provide. She assists the client with in the issues with the scope to provide alternatives that offer better network outcomes, benefiting both the client, community and Fulton Hogan. The client values her opinion and has implemented her suggestions with improved results.

Alyssa and has risen to the significant challenges of working in an embedded environment with the client, in a new industry outside of her qualifications, in a construction company and she has excelled. Her maturity in her approach and council is valued within the team.



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# ABORIGINAL ENTERPRISE AWARD NOMINEE



## Carey Group Holdings

Carey Group Holdings is one of Australia's leading Aboriginal contracting groups, providing services to the mining, industry, and government sectors. Founded in 1995 by Wongutha man Daniel Tucker, the company has grown from a single contract joint venture operation in the Goldfields, to now providing services across Western Australia, South Australia, the Indian Ocean Territories, and the Northern Territory in the fields of: mining and rehabilitation; civil and infrastructure construction; and training (RTO) and apprentice hosting (GTO).

Iconic and major projects the group is involved in include: Outback Way Project. Sealing Great Central Road, the WA portion of Outback Highway, Australia's third transcontinental highway from Laverton in WA to Winton in Queensland.

Sunrise Dam Mine. Providing principal mining services for Anglo Gold Ashanti's operations at Lake Carey (including the Golden Delicious Satellite Pit).

Through the Bindjareb Program, Carey is working in partnership with the WA Department of Justice to provide a comprehensive educational and mentoring program for Aboriginal men currently engaged in the criminal justice system.

Carey's vision is to "create new horizons for Aboriginal people through business". The vision is achieved through:

Direct employment of Aboriginal people. Over 70 Aboriginal people are employed by the group. Aboriginal people account for roles across all aspects of the business operation from corporate management to head office administration, from field supervisors to plant operators. Skills development for Aboriginal people. Providing jobs and skills training to over 1,200 Aboriginal people last year. Working alongside Curtin University to form the Australian Aboriginal Mining Academy in Kalgoorlie. Providing direct university scholarships for Aboriginal people through the Wongutha Education Trust. Opportunities for Aboriginal Business entrepreneurs. Carey spends over \$6 million per annum on non-related Aboriginal subcontractors and suppliers. Multiple partnerships with Aboriginal Traditional Owners are in operation, providing upskilling and opportunity for participation on projects which occur on country.



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## Fulton Hogan

The Fulton Hogan Southern Network Contract (SNC) team have displayed a genuine commitment to Aboriginal Participation. While observing our obligations in our contractual Aboriginal Participation Plan, we have built and maintained a strong and proven strategy to exceed our targets for Aboriginal Participation, Employment and Engagement. This is driven by the underlying philosophy that Aboriginal Participation is engagement in a respectful, equitable, ethical and long-term sustainable manner. Over the past 3 years the SNC team has increased the number of regular Aboriginal suppliers and subcontractors from <6 to over >20. This resulted in Fulton Hogan achieving 71% growth in Aboriginal business expenditure from FY20 to FY21. The SNC team employ a full time Aboriginal Participation Coordinator (APC) to assist and advise on cultural matters and



considerations. This role has been crucial in assisting and supporting Aboriginal businesses to set themselves up in both government and Fulton Hogan systems. Our APC provides regular cultural educational opportunities to all Fulton Hogan employees. For example, recently a Songlines Educational Toolbox was delivered throughout the business. This was well received by our teams due to the historic significance and alignment with our company's roading background, many employees weren't aware of the Songlines previously. Currently 14% of the SNC team are Aboriginal people, who are working in varied positions such as Aboriginal Participation Coordinator, Works Manager, Crew Leaders, Operators, Leading Hands, Crew Members and Trainees.

## Georgiou

Georgiou Group is committed to addressing generational change within Aboriginal communities by creating opportunities through several initiatives, including training and employment, and promoting sustainable business opportunities. In the past year, Georgiou awarded several large contracts to Aboriginal businesses, with more to be awarded throughout the coming months, and increased Indigenous spend by 300% from \$1 million in FY19 to exceed \$5 million this year. A genuine commitment and rapport between Aboriginal communities is critical to Georgiou's Aboriginal engagement approach. We acknowledge that building new opportunities for Aboriginal people and businesses to participate in the economy is the most effective way to bridge the economic gap.

meets and exceeds targets within the Aboriginal space, specifically around culture, community and commercial. Georgiou takes these requirements seriously and while employment (5-10%) and procurement (2-3%) targets are driven alongside the client, Georgiou looks to engage the local community in development of its outcomes.

Georgiou made great progress over the past year to develop and support holistic Aboriginal engagement across multiple levels, including partnering with Aboriginal providers – ARRA Group, DK Kaartdijin, Aboriginal United Services, Indigenous Managed Services and Nudge – to help drive Aboriginal employment opportunities on projects and more broadly. Georgiou also participated in the Infrastructure Ready Program, taking on several Aboriginal work placements and one trainee, and recruited two people in the Aboriginal engagement space to support project teams.



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## Enviro Infrastructure

Enviro Infrastructure sets stringent yearly Environmental Improvement targets which are measured monthly in accordance with our ISO14001:2015 certification. Enviro adopt a reduce, reuse and recycle approach in all our operations and prevent pollution that may harm the environment. We have digitized company operating systems as much as practicable to remove hard copy documentation. All company systems (operational, financial and HSEQ) are now completely digital, reducing company paper consumption by more than 65% in 3 years.

Enviro Infrastructure was engaged by the City of Joondalup to undertake the detailed design, fabrication and installation of a landmark fitness staircase structure at Whitfords Nodes in Hillarys.

The project site is located in area of high environmental significance for local environmental and coastal action groups. Enviro Infrastructure worked with the client, the design team and steel supplier Infrabuild to implement Substantiality in Design principles across the design and procurement cycle.

By exchanging high impact elements for low impact, high strength steel components, Enviro Infrastructure were able to minimise the environmental impact of the project. For example, by proposing an alternative screw pile design using high strength Australian steel,

Enviro Infrastructure were able to eliminate the use of over 22 cubic metres of concrete. By utilising slimline 90mm OD pile tubes, Enviro Infrastructure were able to reduce the site footprint, and therefore the required clearing area, to a very tight 8m wide footprint – exceptionally small for a structure of this size.

Enviro worked with its crane contractors to develop a lift plan and load schedule that would allow lifts to clear the two protected Tuart trees which frame the staircase.

Rubble and spoil removed from site was taken to an inert waste recycling facility in Kwinana, where it is repurposed into road base. All scrap steel from the fabrication of steel elements and all offcuts of the reinforcing steel was taken to Enviro Infrastructure's metal recycling partners in Welshpool.

General construction waste was sorted at Enviro Infrastructure's facility or on site. Items which could be repurposed (i.e. pine fence posts found during clearing) were stored for reuse or provided to the principal for reallocation. All other waste material was disposed of using an approved contractor.



## Fulton Hogan SNC

Over the past three years the Fulton Hogan Southern Network Contract (SNC) team have delivered the Maintenance and Minor Capital Works Delivery in the South West and Great Southern Regions. The Thompsons Hill project, Southeast of Bunbury, is realigning a section of South Western Highway to improve safety.

The project has a number of significant risks for Main Roads WA including acid sulphate soils, erosion potential, extraction, production, stockpiling and use of gravel material for pavement, significant spoil and significant rehabilitation.

The staging and construction of the project has a strong focus on erosion control, with progressive coverage of exposed batters by mulch produced from the project. The alignment was constructed by surfacing where graded, and any works to be left for the wet winter months were at gentle slopes. These areas either had temporary or final lining of drains, reusing the rock excavated from the project. Sediment traps, ponds and basins were located in final location or rehabilitation locations. The project had little or no clean out of sediment traps or ponds. The added advantage of

the planning and implementation of this construction methodology meant that there was little down time with wet weather, as minimal work was required to remove wet material to continue construction activities therefore maintaining programme.

As there was an excess of spoil that would require disposal, engagement with Local Government revealed a need for material to cap a landfill and the Donnybrook waste management facility. Fulton Hogan then provided the means of transport and worked with the Shire to place the material and finish off the capped area. The material reuse of an initially waste material benefited the local community at a significantly reduced cost. The gravel material was extracted with no disruption to any of the contractors involved. The material was then reused as pavement material on the project. As natural gravels are becoming more scarce, reusing resources is imperative for sustainability.



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## Mitchell Extension JV

The Mitchell Extension Joint Venture (MEJV), a joint venture between BMD Constructions and Georgiou Group, will extend the Mitchell Freeway 5.6 kilometres from Hester Avenue to Romeo Road, improving accessibility, travel times and road safety for Perth's northern suburbs. MEJV utilises the ISCIS framework to guide sustainability implementation throughout project delivery and is registered for formal verification of a Design and As Built rating. MEJV is targeting a minimum score of 40 points with an achievement of a Silver Rating. MEJV's Environmental Management Plan provides a framework for managing all environmental aspects associated with construction. The plan prescribes applicable procedures, processes and practices undertaken by MEJV and subcontractors to manage environmental risks and minimise impacts throughout project delivery. MEJV conducts ongoing consultation with a Community Aboriginal Representative and recognised Traditional Owners on Indigenous engagement and heritage decisions. The discovery of Pinnacles at Romeo Road in the early stages of the project resulted in the redesign of Romeo Road West to avoid the Pinnacles, preserving them for future generations. MEJV identified two opportunities to remove noise walls on the project, reducing clearing and preserving approximately 15 Black Cockatoo breeding trees. Drainage pipes as large as 1400mm in diameter above the Romeo

Road pedestrian and fauna underpass were replaced and relocated to the northern end of the road reserve, reducing fill along Romeo Road, shortening the underpass and removing unnecessary retaining walls.

MEJV engaged an ecology team to undertake a fauna relocation program across the project's clearing footprint, which included: pre-clearing fauna trapping program and relocation into Neerabup National Park; on-call ecologist available during clearing; fauna spotting briefing for construction personnel; and Black Cockatoo breeding tree hollow inspections.

In the process, hundreds of kangaroos and bobtails were ushered into adjacent vegetation, and 52 Quenda, eight Western Banjo Frog and a black rat were relocated into Neerabup National Park.

As part of fauna management measures, 300 potential Black Cockatoo breeding trees were flagged with 20 of those confirmed. All cleared breeding trees were flagged and monitored for seven days before clearing ensuring they were inactive.

A six-kilometer fauna fence was also installed on the boundary of Neerabup National Park.



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## Hannah Bethall – Central Earthmoving

Hannah is Central Earthmoving's HSEQ Coordinator. As a senior member of the HSEQ team, she ensures projects are mobilised in accordance with company standards, compliant to its OFSC and ISO accreditations, as well as adhering to clients' standards throughout the delivery phase. Hannah was integral in the company gaining its OFSC accreditation, opening doors to larger government tender lists. Hannah assists Centrals project teams to develop strategies to improve work practices to keep employees safe. This collaborative approach has led to the civil division maintaining a total recordable injury frequency rate of zero for the past five years.

In her role across multiple remote sites, Hannah can communicate with site personnel and influence site culture, as well as implement company

requirements. Employees are comfortable to approach Hannah to discuss site issues whilst management and supervision rely on her to assist in the resolution of pertinent site matters.

Starting in the industry as an Electrical Trades Assistant, her ability to work well under pressure was identified early on and from there she has transitioned and progressively graduated through the ranks in her safety career.



## CJ Devereaux – Civilspec Resources

CJ is a final trim excavator operator who has worked in the industry for 10 years, having been an excavator operator for the past five years. In 2021, CJ established Civilspec Resources Pty Ltd, working as a Director and Operator servicing several loyal clients with a 5.5 tonne Hitachi excavator.

As a university student, CJ worked as a drainer's offsider for a labour hire company – in the trenches watching an excavator all day and working with a small crew. The comradery won her over and mesmerised with the excavator's capabilities, she began to ask how to become an operator. After completing an excavator course, CJ sought unpaid work experience and had a few key people on her journey willing to give her a go. CJ said these people played a pivotal role in her career.

CJ self-taught and persisted with opportunities to learn, when others started to celebrate her skill set and provide overwhelming praise. She has challenged beliefs about the roles for women in civil construction and has witnessed a cultural shift, moving away from excavator operators being seen as a male-specific role.

She aims to create a legacy and pathway for more women to embark on a similar career with acceptance, equality and support.



## Claire Harrison – Brooks Access

Joining Brooks Hire Service in November 2020 as an Executive Assistant to Managing Director Stuart Brooks, Claire has demonstrated an in-depth knowledge of construction equipment, in particular, access equipment. Having Claire on the team gave Brooks the certitude to branch out into access equipment, a field not previously considered. In 2021, a whole new company was created in Brooks Access. Claire was promoted to General Manager of Brooks Access and has taken responsibility of the company in its entirety.

She has created a business plan, assessing costs, researching machines and assessing industry demand. Since taking delivery of its first elevated work platform in March last year, Claire has expanded the fleet to over 60 machines with a further 100 machines on order.

Claire was fundamental in generating new business, securing long-term contracts and building a strong customer base with Brooks Access achieving a 90 per cent utilisation rate in its first year of trade.

Claire has overseen Brooks Access headquarters move to a new location in Welshpool, recently introduced equipment sales and leads a team of five staff. In just one year, Claire has taken the reigns of a brand new company and successfully inserted it into a very competitive industry.



## Kristy Havelberg – Tonkin Gap Alliance

Kristy joined Tonkin Gap Alliance as the Community and Stakeholder Engagement Advisor at the start of the project in July 2020. She is the point of contact for all community queries and complaints, prepares written material for project stakeholders, liaises with the TGA team to manage community issues, organises community events and marketing collateral, and is the Aboriginal participation KRA deputy champion. She contributed to the drafting of the 130-page community and stakeholder engagement management plan and initiated many engagement activities including a video series showcasing the project, open house community events to meet engineers and designers, a Facebook page, monthly construction updates, and issues-based community working groups, bringing a contemporary style to community engagement.

Kristy has successfully managed more than 3000 community members and stakeholders with her strategic and proactive approach ensuring community concerns are managed before they become issues.

Kristy's work has directly contributed to community sentiment scores of more than 90% on all three independent surveys undertaken, compared to the average of 80% for other projects. The community team have also achieved the highest score on every client feedback survey.





## Lauren Kenney – Georgiou Group

Lauren Kenney is a Senior Community Relations Advisor responsible for managing community and stakeholder relations on the recently completed \$118m High Street Upgrade project for client, Main Roads. Lauren played a key role in shaping and implementing the community and stakeholder engagement strategy for the project, while concurrently providing support on the \$28.7m Karel Avenue Upgrade, \$14.7m Kwinana Freeway PSP project and \$12m East End Revitalisation project. Lauren's standout ability is the way she can be the sole community representative across four projects while ensuring her approach isn't focused entirely on reactive management but instead proactive, genuine engagement with the community.

Lauren's contribution on the High Street Upgrade cannot be underestimated. With more than 600 properties located within 100m,

and key stakeholders nearby such as sporting organisations, businesses, the City of Fremantle and Fremantle Port, Lauren dealt with up to 30 community matters daily.

The netball season - which sees 7,000 patrons attending the Fremantle Netball Association courts each weekend - coincided with major works for the project. Throughout, Lauren met with the Association, communicating upcoming works, ensuring traffic management was on hand to regulate traffic and maps were circulated to the club, and visiting clubs, with access instructions.



## Hadiyah Mojaddidi – Melchor

In her role as HR Advisor at Melchor, Hadiyah has played an integral part in Melchor's significant growth, working closely with senior management to plan and achieve organisational goals and objectives.

With an unquestionable ability to identify and attract talent, she helps foster diverse and high-performing teams. Having been actively involved with onboarding over 500 blue and white collar team members, Hadiyah has been pivotal in shaping Melchor's inclusive and dynamic culture.

Her well-documented, clearly communicated and seamlessly implemented procedures have been instrumental in the success of scaling Melchor's business. As a direct result of Hadiyah's systems improvements, Melchor benefits from increased pay transparency for staff, real-time data for live manning reports, improved supervisor efficiency, reduced environmental impacts and elimination of double-handling.

During the COVID-19 pandemic, Hadiyah excelled at disseminating information in a clear and concise manner, with her agile and swift communication style being effective in countering fear, fatigue and occupational burnout widely linked to the pandemic.

Hadiyah is recognised for her problem-solving skills and attention to detail. She is approachable and respectful, equally as comfortable advising Melchor's senior management as she is mentoring those that are new to the workforce.



## Alyssa Nixon-Lloyd – Fulton Hogan

Alyssa is an Albany-based Project Manager with Fulton Hogan, leading maintenance and minor capital works delivery in the Great Southern as part of the company's Southern Network Contract, managing both in-house delivery and sole subcontracted packages from vegetation management to greenfield road construction, all over a 1600km network with remote locations and complex commercial, contractual and socioeconomic issue to manage.

Alyssa oversees a team of engineers, superintendents, supervisors and a works manager to deliver high quality, productive and safe project outcomes. She is known as a professional, patient and compassionate leader, mentors a graduate engineer in her team, and supports the Aboriginal trainees and employees with the Great Southern Region.

Alyssa has contributed to process changes with the commercial team,

making processes more user friendly or closing gaps to obtain better outcomes. She has the confidence of the client with her balanced, honest approach to the issues the region faces. A timely response to recent flooding in the Great Southern meant that not only were the client's needs and expectations met, but practical safety options were derived from pragmatic risk assessments. She has risen to the challenge of working in an embedded environment with the client and in a new industry, and she has excelled.



## Pritina Shrestha – Whittens

Pritina has been working in the Pilbara on the White Quartz Road Realignment project as a Graduate Civil Engineer for the past 10 months. The project has been dynamic and continually changing and Pritina has proven she can adapt as required. Pritina looks after the quality assurance of the earthworks component of the project alongside senior engineers and supervisors. Pritina has a great attitude, being solutions focused and is a real champion of Whittens' core values.

Pritina has developed and maintains a very good working relationship with our client, Rio Tinto Iron Ore, and has always demonstrated a professional standard. Pritina is driven, always willing to help out wherever required, and displays a positive, can-do attitude. She has a bright engineering future ahead and has been an excellent asset to Whittens.

Pritina says women are still underrepresented in the construction

industry but she sees more and more women taking the leap to #BreakTheBias. "I am a strong believer of 'action speaks louder than words', if I want change then I need to get involved and move confidently. I cannot change someone's opinion on gender equality, but I am more than capable of taking on the challenge, speaking up when needed and being better every day."

Whittens has recently promoted Pritina to the role of Site Engineer and look forward to supporting her continual development.



## Fiona Smith – Halo Civil

Fiona commenced as Operations Manager in early 2021 for Halo Civil Engineering, a start-up civil engineering, resources and construction company. She was the first employee hired and helped the company grow from zero to \$8 million turnover in 12 months. Fiona's adaptable communication style with clients, stakeholders and staff has built trust and credibility which helped Halo maintain low staff turnover during the WA skills shortage, creating continuity on projects and lowering costs.

She implemented the company's financial, project management and HR systems, and ensures supervisors have access to necessary resources, training and wellness support. Her proactive management of Halo's construction staff has increased productivity on site and strengthened the company's reputation.

Fiona has been instrumental in delivering the company's female

participation program, which currently sits at 50% corporate and 30% site. She also delivered the indigenous participation program, increasing participation to 7.5% in the first year of operation, and has led Halo's 'giving culture', resulting in a partnership with global charity, BIG1. Halo has given many small owner operator businesses the opportunity to work on major projects and Fiona has been responsible for upskilling and integrating these businesses with complex tier-1 systems and processes.



## Courtney Wieffering – Valmec

Courtney joined the Valmec human resources team in early 2020, providing recruitment and mobilisation support to the Valmec Group of Companies, its subcontractors and valued clients. She has also recently graduated from Curtin University with a Bachelor in Human Resources and Industrial Relations.

In her role, Courtney coordinates large numbers of people onto various sites across the country where she liaises with customers to understand and comply with site access requirements. She organises medical appointments, training sessions, and ensures all compliance items are achieved.

Courtney exceeds expectations through commitment and dedication to her role, working additional hours when needed to ensure people make it onto site on time and compliant. This commitment means Valmec's

projects are properly staffed so the business can deliver projects on time and budget.

Courtney is a strategic forward thinker who can identify and escalate issues that might hinder mobilisation timing. Senior managers at Valmec describe Courtney as "reliable, hardworking, committed and loyal", rising to the challenges of a global pandemic, having to be nimble and pivot quickly when conditions and rules changed – a situation that has been amplified for recruitment and mobilisation teams.



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## Dale Appleby – DM Civil

Dale joined DM Civil in 2012 as a labourer, developing his skillset and qualifications to transition through the ranks to Leading Hand. In 2020, Dale commenced a Cert IV in Civil Construction Supervision and was promoted to Supervisor at the beginning of 2021. Dale's first official project as a standalone Supervisor was on a cast iron renewal project in Kenwick. Aging infrastructure had resulted in a number of pipe bursts, adversely impacting residential properties. The client had placed a high priority on this project and needed it delivered promptly and efficiently. Dale's strength is his ability to communicate with all levels within the business as well as with key stakeholders. Although new to supervisory responsibility, Dale was able to communicate project progress with various client personnel in the absence of his Project Manager. Aware of

the heightened sensitivity of this project, Dale communicated openly and regularly with residents along the project route. He made his crew aware of the need to assist where possible, even if it was beyond usual expectations. It was evident that Dale spent time understanding the scope of works and planned well ahead to meet programme schedule. He would suggest contingency plans in case existing design or methodology presented potential issues. Dale's reinstatement and pipelaying works on this project were completed to a very high standard.



## Eric Coughlan – Tonkin Gap Alliance

Georgiou employee Eric Coughlan joined Tonkin Gap Alliance (TGA) in October 2020, as the Senior Site Supervisor in the Structures team. Eric has taken the lead in the planning and installation of 60 bridge beams and more than 110 precast planks across six bridges, as well as other supporting structures such as underpasses, retaining walls and MSE panel walls. Eric is being nominated for his attention to detail in pre-planning works, coordination with key stakeholders, ongoing communications with the project team and stakeholders, and the on-time delivery of the bridge beam installations. His professionalism and commitment to the job ensures the project hits its milestones on time, without incident or injury, and the business achieves its goals. Eric is delivering work at a level where he requires minimal input from

the Structures Superintendent. During 2021, Eric took on the responsibility for all the pre-planning work for the bridge beam installations, he worked closely with the engineers and programmers to ensure alignment of dates and resources, liaised directly with the subcontractors to help manage their teams on the ground as well as organised all the logistics for the weekend beam lifts. He has an exceptional ability to think through all the details, leaving nothing to chance or to the last minute.



## Rebecca Harding – Fulton Hogan

Rebecca joined the Fulton Hogan Southern Network Contract (SNC) team as a casual supervisor 18 months ago and as the program grew has become a well-regarded and valued full time employee at Fulton Hogan. Her vibrant personality and positive attitude has been a welcome addition to what is generally a male-dominated industry. Rebecca is very personable, has strong attention to detail and a focus on compliance across all areas. Rebecca has made Traffic Management and Safety her number one priority and as such has lifted the bar within the Vegetation team. As a result of Rebecca's diligence and attention to detail, her services as a supervisor have been sought after, providing Rebecca with a number of upskilling and career development opportunities. Rebecca has provided support to the Heavy Maintenance team in the form of a superintendent

for a shoulder widening project, where her attention to detail was quickly put to the test, finding gaps in the subcontractor's compliance to Fulton Hogan's requirements and meeting our contractual obligations. More recently Rebecca has also delivered the annual grader laid program, a pre-reseal surface correction treatment for significant roughness defects. Rebecca was able to leverage the skills and experience of these teams to further her growth across the industry as well as generate significant respect and appreciation from her peers.



## John Patey – BMD Construction

John is a General Foreman for BMD Constructions in Western Australia, a position he has held for 6.5 years. John started working for BMD soon after the company established its Western Australia operations. As one of BMD's longest serving employees in Western Australia, John has been integral to establishing the company's presence in the state. His longevity in his role has given him excellent, ingrained knowledge of BMD's processes. With 40 years' experience in the industry, John brings vast skills and experience to his role at BMD, particularly in reinforced concrete and bridge building. As General Foreman, John is responsible for assigning general and daily duties to workers on the project sites he works on and ensuring that BMD's quality standards and safety precautions are followed and met. On

an average job, John is responsible for 20 to 30 contractors. John is described by his colleagues as an unparalleled hard worker who leads by example. He has a finely tuned understanding of cost and project duration. John believes good communication is critical to ensuring a safe and clean site with high quality outcomes. His clear and concise directions to his team members ensure the safety of all involved and allows maximum productivity for the project. His depth of experience means he is skilled at demonstrating process.



## Kevin Russell – Melchor

Kevi was the Site Supervisor for Melchor Contracting on the new High Wycombe multi-storey car park, a complex Design & Construct project which is part of the Forrestfield-Airport Link. Kevi was on the project from the moment the first bucket was put into the ground to the moment the facility was handed over to the client. Kevi managed the construction process for the entire project, coordinating: extensive & highly complex temporary works designs and installations for the structure; all labour & plant requirements, including planning and implementation of all heavy crane lifts; off-site fabrication and installation of the precast beams and walls; planning and sequencing the works without disruption to the wider FAL project; liaising with the client

daily; and managing all plant operators and subcontractors. Kevi's leadership and mentorship of Melchor's employees, particularly apprentices, has created a cohesive project team. The interaction that he maintains with the workforce is second to none and many employees continually request to work on Kevi's projects for this engagement. Kevi completed the project 'on time and budget' with Zero LTIs and with no significant defects at the handover stage to the client.



## Adam Sofoulis – Georgiou Group

Adam joined Georgiou as a Supervisor in 2019 on the \$28.7m Karel Avenue Upgrade for repeat client, Main Roads. Adam currently oversees earthworks on the northern section of the \$93m Main Roads Leach Welshpool Alliance project. Adam has worked on many Main Roads projects during his career. He has a thorough knowledge of staging, scheduling and building structures in live traffic environments. Actively involved in staging, Adam consistently seeks ways to accelerate program schedule, resulting in cost and time savings for the project. He recently identified an opportunity to fast-track construction of a section of wall, resulting in the project saving two weeks at project end. Completing the project ahead of schedule can save hundreds of thousands for the

project – just one example of Adam exceeding expectations, using his leadership and expertise to benefit the project. As a driven and ambitious person, Adam is committed to helping his team build their careers, often driving them to positions they never thought they were capable of. His loyalty has seen many of them follow him to Georgiou, where many have progressed from construction workers to plant operators and even leading hands and foremen.



## Michael Watts – Whittens

Mick Watts has more than 20 years' experience in the construction industry and has worked on some of Australia's major projects. Mick demonstrates visible leadership, with experience spanning across road construction, tailing dams, earthworks and concrete works projects. Within his time at Whittens, Mick has worked on some of our most successful projects, subsequently leading to Whittens' success in securing further work with our major clients on the back of this efforts. Mick's knowledge of the fundamentals of civil and earthworks pairs well with his insight to other aspects of how a job needs to run, from manning to budgets, HSE issues and project constraints, and everything in between. Mick is not only a highly motivated team player himself but has the ability to develop and

build a high performing team that can deliver without compromising on safety or quality. Mick's interpersonal skills are commendable, he has shown profound ability to build rapport and respect from his crew that is second to none. He is personable, approachable and empathetic when it comes to dealing with his team. Mick understands that completing a successful project starts from the ground up, so takes the time to work with each member of his crew to get the most out of them.



## Joey Young – Whittens

From the first day he started with Whittens you could see straight away that Joey Young had an enormous amount of drive behind him and displayed the Whittens values. On every project Joey focused and has created an exemplary work environment around him. Joey is well respected by the work crew, always looking after their welfare, and ensuring they all have the necessary tools and equipment to succeed. Joey is a champion of our buddy system, which addresses the adoption of new starters by an existing member of the team, so that they have someone to turn to for help with familiarising themselves with the processes and procedures of Whittens and the project whilst they settle into the team. Joey is a champion at this buddy system because he is a very welcoming

individual to all new starters and genuinely introduces people to the 'Whittens Way'. Joey also takes pride in the setup of new starters on site, so that it goes smoothly from day one. If it was possible, you could say Joey was born with Whittens DNA. He goes over and above the project needs and consistently keeps the team's morale very high. Joey is certainly a valued member of the Whittens group.



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## CPB Contractors

The One HSE (Health, Safety and Environment) Culture Framework was developed by the Kiel Centre and has been implemented across all CIMIC Group entities, including CPB Contractors.

Our Cultural Framework has become the foundation for how we do business and focuses on four themes - Risk Management, Standards, Communication, and Involvement; supported by a series of expected behaviours for Everyone, Supervisors and Managers.

Across the WA, SA & NT Business Unit, opportunities were identified to enhance the One HSE Culture Framework. This led to the development of the Understanding Our Culture and its Psychological Drivers Program. This Program, based on analysis of over 9,000 employee and subcontractor surveys, draws from Our HSE Culture Framework to measure attitudes impacting everyday behaviours.

The Program analysis shows that as overall employee satisfaction decreases, injuries and at-risk behaviours increase.

The Program's numerous benefits are credited to the production and interpretation of large data sets to influence change. Receptiveness to the program was high, and regular analysis of survey results was undertaken by CPB's Behavioural Analyst in conjunction with the leadership team. This provided an opportunity to identify areas for improvement, and

development of project-specific cultural improvement plans.

The key insights and outcomes of the Program have contributed to significant improvements across projects, including a 12% improvement in overall satisfaction; by understanding the need for security

(due to uncertainty of continuous employment) and belongingness.

With innovation and automation in mind, the Program was brought to life by Power BI, KP1, IBM and SPSS software. The level of detail available increased management understanding of statistical concepts like standard deviation, correlation analysis, factorial analysis, box and whisker charts, and demographic summaries.

Comparisons were examined across gender, age, role, time on project, length of service and employment status; allowing tailored improvement plans to be developed, protecting participant anonymity.

The One HSE Culture Understanding Our Culture and its Psychological Drivers Program is responsible for and contributed to numerous cultural improvements across CPB. It has influenced the hearts and minds of thousands of people on our projects, delivering improved safety outcomes and performance.



## East Kimberley Civil & Plant

When East Kimberley Civil and Plant (EKCP) commenced operation, we wanted to establish ourselves as leaders in the civil industry by offering our clients safety and quality. We developed a comprehensive Safety Management System including online training modules, safety reporting, mechanical maintenance system and electronic job sheets keeping our carbon footprint to a minimum.

This strategy was decided as best company practice, so we would rapidly grow using the systems to their full potential. We did extensive research to find the best companies to engage with to develop our systems. Safety and training go hand in hand, so as we developed these safety systems we developed training packages on how to use them.

Our Safety Program needed to incorporate all aspects of our business to optimise our works completed in the civil sector. These systems were developed with the companies who own the software that created them in conjunction with our Management team listed above. It took our team all of 2021 to either upload or create all our previous paper content onto the online platforms and have it running smoothly enough for employees to use daily.

Any change needs to be carefully managed to ensure the rollout is embraced by all and effective. We developed extensive training packages

and delivered these monthly as new systems were ready for rollout. Ongoing training and feedback sessions allow employees to value add to the programs and suggest any changes that need making. For example, the mechanical division team asked the drop down boxes to be changed to tick boxes to speed up data entry on the pre-start checks.

We established Safety champions/employee leaders who would on-teach other employees using a buddy mentor system. As we grew, new employees were shown all the systems from the commencement of their employment. Our motto is "safety is our mobs responsibility" and our value is "proud to belong". Aligning our safety program to this company vision, we have successfully implemented the systems and are now 100% paperless.

When tendering for work, safety systems form up to 40% of the evaluation and we knew to win large civil works, we needed to perform well in this area. As a result of these systems we have recently won a shoulder repair contract in Gnowangerup.



## Fulton Hogan

Over the past 3 years the Fulton Hogan Southern Network Contract (SNC) team have delivered the Maintenance and Minor Capital Works Delivery in the South West and Great Southern Regions. The work is extremely varied requiring a diverse skill set from planning litter collection to rapid response to emergencies and incidents. This is over a 1,800km network with remote locations and complex commercial, contractual and socioeconomic issues to manage.

Following the Covid 19 pandemic that broke out across the world and Australia in 2020, the Commonwealth Government poured significant stimulus funds into the Australian economy. As a result, the South West Region received significant funds to improve the safety of the Road Network in the form of Low Cost Shoulder Widening/Sealing (LCSS). This injection of funds brought with it significant challenges Fulton Hogan and the Client, as teams were expected to ramp up at short notice to ensure budgets could be spent within the strict funding constraints and timeframes.

A project of this scale had never been delivered by the Maintenance Team in the Southwest, so significant planning was required to ensure

it could be delivered as safely as possible, with significant pressures placed on internal and external resourcing. As the program, team and requirements grew, the issues associated with border closures and competition in a limited skilled resource pool were soon evident, coupled with the complexities and obligations of the contract.

The risk profile for the team increased significantly as industry received an influx of inexperienced personnel into the Civil Construction Industry, in order to supply a multitude of clients with workers, to satisfy the ever-increasing appetite of industry. Significant pressures were particularly seen across the Labour Hire, Traffic Management and Plant Hire markets, so Fulton Hogan worked extremely closely with industry to ensure the health and wellbeing of employees was considered at all times.

Close collaboration with the client has contributed to the successful and safe delivery of the projects that have ultimately benefited the network, road user and community during what has been unprecedented times.



## RJV

In early 2020 RJV commenced the process of improving our HSEQ Management systems with the intent to gain Federal Safety Accreditation and expand our capability. Through the initial review stage, it was identified that our current software management system needed an upgrade to ensure we could continue to grow and have a system that has the capability to support the business through a dynamic period.

Following a review of several systems we opted for the DoneSafe system, which has the capability of incorporating all current HSEQ systems and processes within the business into the one powerful online system, ensuring personnel have access to the required information at all times whether it be in their hand or on their desktop.

The project commenced in August 2020, led by the Risk and Compliance Manager with involvement from all departments with the intent to ensure that organisational learnings could be reviewed and analysed ensuring the project was beneficial to all stakeholders.

The system was rolled out across the workforce progressively throughout the end of February and March, with an uptake of over 90% by the end of the 4th week. Through March the system continued to be improved, with

feedback provided from users and with reporting capabilities starting to take shape as data was input.

Feedback from sites was positive, with all users finding the system highly interactive and easy to use, whilst removing the need to complete unnecessary paperwork. This ensured our daily site compliance inspections and audits, inclusive of meetings to be recorded in the system in real time, ensuring areas of issue were effectively actioned and the necessary personnel aware of compliance onsite.

The system has enabled RJV to greatly improve our HSEQ Management systems and was a significant driver in gaining Federal Safety Accreditation and further improving our organisational discipline.

Our system continues to be improved day in day out with our team identifying new ways to improve and further enhance our system. By the end of financial year 2022, our system will have all operators completing their machinery pre-starts through the system after scanning a QR code.



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### Buckby Contracting

Buckby Contracting maintains a strong OHS management system to successfully comply with ISO45001 and support a safe working environment for staff, clients, contractors and suppliers, with effective communication methods identified as they key to company success. Employees are involved in the decision-making process related to safety, where their feedback is used to strengthen current procedures and policies. Buckby Contracting's Safe Work Method Statements (SMWS) are a perfect example of how this feedback is used effectively. These documents have been created and maintained by site workers, supervisors and site engineers over many years with advice and support provided by OHS management to ensure ongoing compliance. This process allows the content of these SWMS to remain relevant, continuously understood and applied to all daily activities on site. Over the last year Buckby Contracting has seen positive changes in safety

related statistics across the organisation, including:

- 20 per cent reduction in the amount of OHS related incidents.
- 25 per cent decrease in the amount of first aid incidents.
- Greater involvement from employees at toolbox meetings creating useful and meaningful discussions regarding site safety.
- Increase in the amount of training that employees have attended to refresh and strengthen their knowledge of tasks performed within their role.

Buckby Contracting has also remained LTI free for over three years which directly reflects the ongoing hard work and dedication to safety from all employees.



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## WA Transport Works Safety Forum



Main Roads Western Australia, Public Transport Authority and CCF WA hosted the WA Transport Works Safety Forum on Wednesday, June 8 at Perth Convention and Exhibition Centre. More than 150 attendees heard from speakers Max Line and Stephen O'Dwyer from the Traffic Management Association of Australia (TMAA), Des Snook, Gareth Peers and Brett Belstead from Main Roads WA, Lara Ellson from Aurecon, Dylan Ogilvie from Melchor, Jason Nielson from GHD, Brian Ross from Downer, and panellists Maria Drysdale and John Erceg, Sarah Iwaniew (Aurecon), Anton Piccinin (Rob Carr) and Craig Hyde (Service Stream).

Thank you to everyone who attended and submitted questions and feedback during the day. We received over 90 questions and comments, and will be reviewing these with Main Roads and other Western Australian Road and Rail Construction and Maintenance Industry Advisory Group (WARRCMIAG) members with the aim of generating outcomes to make our industry safer. Thanks also to our Facilitator Linton Pike and to Business Events Perth for supporting the event.



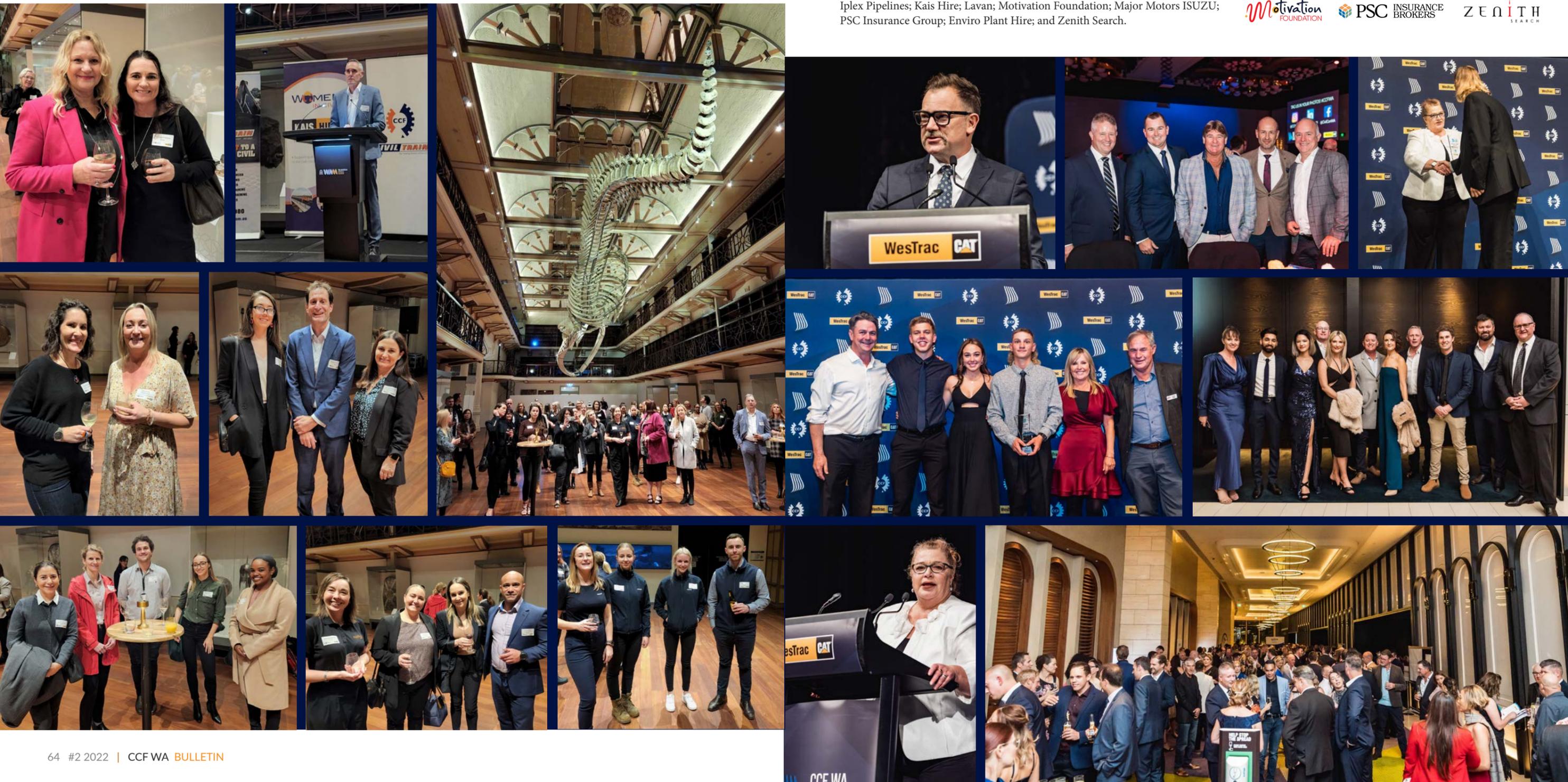
# Women in Civil Sundowner

Thank you to all who attended the CCF WA Women in Civil Sundowner on Thursday, June 23 2022 at the WA Museum Boola Bardip. It was great to see so many new and familiar faces networking, posing for drawings by artist Ash Von, and enjoying the surrounds of the spectacular Hackett Hall under Otto the blue whale. We also heard from Rechelle Hawkes AM about the upcoming Women in Civil Mentoring Program, which looks to be even bigger and better than last year's program. As always, thank you to our Women in Civil Partner and event Major Sponsor Kais Hire for your continued support of Women in Civil.



# Industry & Training Awards Gala Dinner

The CCF WA Industry & Training Awards Gala Dinner was a night of celebration with more than 450 attendees from almost 60 companies at Crown Perth, hosted by Lehmo and with special guest, Education and Training Minister Sue Ellery. Read more about our winners on page 28. Congratulations also to all the exceptional nominees and the people who took the time to nominate. Thank you to our Major Sponsor WesTrac and Supporting Sponsors Construction Training Fund; Before You Dig Australia; CJD Equipment; DevelopmentWA; Iplex Pipelines; Kais Hire; Lavan; Motivation Foundation; Major Motors ISUZU; PSC Insurance Group; Enviro Plant Hire; and Zenith Search.



EVENTS



# Women in Civil Breakfast

Attracting, retaining and promoting women working in the civil construction industry was the issue of the day at the CCF WA Women in Civil Breakfast on April 29, 2022. Special guest speakers included Minister for Women's Interests Simone McGurk, Champions of Change Coalition Program Director Tania Cecconi, and Clough Vice President of Strategy and Development, APAC Carl Titchmarsh. Minister McGurk has led the State Government's Plan for Gender Equality, while Ms Cecconi has been instrumental in shifting the conversation in WA from fixing women to fixing workplaces, and Mr Titchmarsh spoke off the back of Clough's second Employer of Choice for Gender Equality Citation by the Workplace Gender Equality Agency. Our 2021 Women in Civil Mentors and Mentees were also presented with their certificates of completion for the program. Thanks to all who attended, and to our Women in Civil Partner Kais Hire and supporting sponsors CJD Equipment and Sitech WA.



# REPRESENTING, INFORMING & CONNECTING

## REPRESENTING

CCF WA is the voice of the Western Australian civil construction industry, ensuring our industry's views are represented to all levels of Government and the community.

In 2021/22, CCF WA continued to advocate strongly on behalf of our Members and the Industry. CCF WA worked closely with state and local governments, and key private sector clients, to address key issues and improve the operating environment for members. Our advocacy focuses on:

- Ensuring the civil construction industry's voice is heard and our sector's specific needs are addressed.
- Increasing opportunities for civil contractors by promoting the benefits of infrastructure investment.
- Promoting fair and sustainable procurement policies that protect contractors and suppliers from undue risk.
- Reducing red tape in the form of excessive or duplicative government regulation and prequalifications.
- Promoting a 'fair go' for all contractors through open and transparent tendering and procurement.

CCF WA is committed to ensuring the civil construction industry is professionally represented. It does this by:

- Consulting with members and other stakeholders to understand the key issues affecting the industry, developing policies on these issues, and advocating strongly on behalf of our industry.
- Representing the industry on government and industry panels and working groups and responding to government reviews/inquiries.
- Promoting our vision of a strong, fair and sustainable civil construction sector to the community and industry stakeholders.
- Being the 'voice of the industry' through the media and our own publications/social media.

Some of our notable actions and achievements in 2021/22 include:

- CCF WA secured major amendments to a new WA-specific Work Health & Safety regulation requiring all excavator operators performing lifting tasks to have a crane operator high-risk work licence. Following strong representation by CCF WA, a two-year transition period was granted, providing us with much-needed time for further consultation, and licensing will now only be required for machines above a certain rated capacity.
- CCF WA successfully advocated for the transition of civil construction traineeships into apprenticeships, providing a formal trade certificate on completion and making the civil industry a more attractive career option for school leavers and others. This is being delivered through the Civil Construction Pilot Program, a four-year trial program with extensive funding support through the Construction Training Fund (CTF).
- CCF WA's Western Australian Civil Construction Workforce Availability Survey (July 2021) showed that the Western Australian civil construction industry needs 3,900 additional workers to help it deliver a strong pipeline of infrastructure projects. To mitigate the wide-ranging labour shortages identified in the survey, reflecting strong activity in private and public sector civil construction, CCF WA consulted extensively with the State Government on the smoothing of the road and rail infrastructure delivery pipeline. We worked to maximise ongoing opportunities in the smoothed pipeline while acknowledging the impacts on contractor resources due to COVID-19.

# CCF WA 2021/22 ACTIVITY REPORT

This report summarises key activities and outcomes achieved by the Civil Contractors Federation WA in 2021/22, performing our role of representing, informing and connecting the Western Australian civil construction industry.



CIVIL CONTRACTORS  
FEDERATION

# CCF WA 2021/22 ACTIVITY REPORT



- Thanks to strong advocacy by CCF WA, lower Certificate IV in Civil Construction Supervision course fees are now available to both new and existing workers, resulting in significantly reduced course fees and saving Contractors thousands of dollars per existing worker trainee.

- CCF WA continues to advocate for emergency measures to address current unprecedented cost escalation. We believe urgent action is needed to provide relief from onerous construction contracts that are forcing contractors to bear the brunt of recent massive cost increases and supply chain disruptions. In response, Main Roads has temporarily extended its Rise and Fall clause to all AS2124 contracts. CCF WA is advocating similar policies to other Government agencies and corporations, and to the private sector.

- We continued our work on closing the workplace gender gap in the civil construction industry through the launch of the inaugural CCF WA Women in Civil Mentoring Program in 2021. For the 2022 program we have secured funding from the State Government Department of Transport.

- We successfully advocated that all civil construction workers that could not safely work from home could be classified as critical workers, allowing businesses to keep asymptomatic close contact employees working on sites during a period of COVID-19 restrictions.

- We supported members negotiating for fairer labour and materials rates under the ATCO Gas Common Trench contract and continue to engage with ATCO to secure an agreed mechanism going forward.

- We advocated for appropriate representation of civil construction trainees and apprentices in a new Group Training Organisation Wage Subsidy (GWS) scheme, which assists SMEs who are engaged in tendering for government projects across WA.

- We advocated to the Federal Government for emergency measures to address the fuel cost crisis and input costs generally.

- We ensured the civil construction industry's views and interests were expressed through many submissions, both at the State and Federal level, to Government inquiries and consultations, including:

- The House of Representatives Standing Committee on Infrastructure, Transport and Cities Inquiry into Procurement Practices for Government Funded Infrastructure.
- Infrastructure WA's inaugural draft State Infrastructure Strategy.
- Infrastructure Australia's Delivering Outcomes report.
- The draft of the Building and Construction Industry (Security of Payment) Regulations 2022.

- A review of Civil Occupations under the ANZSCO classification system. We continued to advocate strongly for changes to the outdated classification of civil construction skills, which currently deny our industry access to hundreds of millions of dollars worth of Government training incentives.

These are just some of the many industry issues addressed by CCF WA and by our national office over the past 12 months.

## INFORMING

CCF WA provided a wide range of essential information to Members, aimed at helping them operate safe, profitable and sustainable businesses

- The quarterly CCF WA magazine, The CCF Bulletin, was mailed to more than 1250 decision makers including key contacts at civil contracting companies and civil construction industry suppliers, senior executives at key government departments and agencies, key private sector clients; local government CEOs and works managers; and state Members of Parliament.

- CCF WA's regular e-newsletter, the CCF WA E-Bulletin, along with other targeted e-news alerts in areas such as COVID-19 communications, HR/Training, Roads, and Utilities, provided up-to-date and relevant information to Members on a wide range of industry-specific subject matter, opportunities and policy and legislation changes.

- We launched free access for CCF WA Contractor Members to the CCF Code and Management System Reference Documents – an invaluable resource of more than 50 policies, plans, registers and forms, all specifically designed for civil construction operations to assist companies to implement an integrated management system accredited to the CCF Code.

- CCF WA hosted many workshops and seminars for Members with expert presenters providing free advice on subjects such as taxation, environmental policy, codes of practice, fair work laws, COVID-19 policies, and trainee and apprenticeship funding.

- We provided direct advice to Members on a wide range of issues including workplace relations, prequalification, contracts, and payments.

- We reviewed, analysed and communicated industry-specific findings from the 2021-22 and 2022-23 State Government Budgets.



CCF WA CEO Andy Graham (left) and President Leon Fogliani (right) with Minister Simone McGurk (centre) at the 2022 Women in Civil Breakfast.



CCF WA's Annual Golf Day raised funds for MATES in Construction WA.



# CCF WA 2021/22 ACTIVITY REPORT

## CONNECTING

Our events continued to play an important role in bringing the industry together to celebrate our achievements, learn from each other, network and make new connections, and of course relax and have fun.

- The CCF WA Earth Awards featured 13 outstanding infrastructure projects as finalists with entries in six categories ranging from <\$2 million to >\$75 million. More than 300 people attended this prestigious event with the winner in each category featuring as a finalist in the CCF National Earth Awards.
- The CCF WA Industry & Training Awards highlighted exceptional talent in the civil construction industry where early, mid and senior career individuals and companies were celebrated across 19 awards categories. This event was attended by more than 450 industry guests from 60 companies with the Education and Training Minister Sue Ellery presenting awards.
- The Women in Civil Annual Breakfast attracted an inspiring guest panel of speakers and more than 180 attendees. Two Women in Civil Sundowners have also been well supported.
- Our regular series of Industry Roundtables, single-table boardroom lunch events, gave Members on-on-one access to senior decision makers at key government offices, agencies and the private sector.
- Golfers teed off at the CCF WA Brooks Equipment Golf Day, offering a relaxed and informal networking opportunity for industry at the picturesque Joondalup Golf Course.
- Together with Main Roads and the Public Transport Authority, we hosted the WA Transport Works Safety Forum, bringing together infrastructure delivery, HSEQ, engineering design, traffic management and other professionals to share and learn about best practice in safely managing road and rail projects.
- The CCF WA Presidents Breakfast and AGM recognised the commitment of outgoing President David Della Bona, Managing Director of WA Limestone, and welcomed incoming President Leon Fogliani, Operations Manager at BDM Constructions.
- The annual Transport Infrastructure Breakfast showcased Western Australia as being at the forefront of innovation and technology in infrastructure delivery. Manufactured aggregates, innovative traffic management applications and Perth's Smart Freeway network all featured with several Western Australian and Australian firsts.

CCF WA thanks Members for their support. We look forward to representing, informing and connecting you in 2022/23.



## MASS RESOURCES

**M**ass Resources is an Australian, privately owned Recruitment and Work-Force provider, with a laser focus on the supply of personnel to the Construction, Mining, Renewable and Technical industry sectors.

With its head office in Osborne Park, they support clients and Major Projects across the country, with a 'Purpose' of creating employment and growth opportunities for everyone they work with.

Mass has been supporting the Construction industry since its inception in 2014, and their affiliation with the CCF WA further strengthens their commitment to the industry



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# Topcon announces 3D machine control compatibility options for Caterpillar excavators

Topcon Positioning Group announces a new option for Caterpillar Next Gen excavator users to leverage Topcon 3D machine control functionality together with Cat Assist features.

As a result of new compatibility of the Topcon 3D Excavator System with Caterpillar factory-installed NGH sensors, customers will experience simplified installation of the Topcon aftermarket system into Caterpillar's existing 2D excavator systems, in coordination with Topcon and Caterpillar dealers.

Topcon executive vice president Jamie Williamson said: "With increased pressure for productivity and accuracy, and the industry's need for skilled operators, the solution is timely. The customer will have the benefit of Topcon 3D Excavator System and Caterpillar Assist features working together. Once the user is acquainted with the combined system, it will be easy to be a more productive operator."

The Topcon system is designed to provide real-time, dynamic, on-screen bucket location and design views, resulting in the operator cutting grade faster and more accurately. The operator can create, cut, and check designs directly from the cab. Together with Caterpillar boom and bucket automation, operators can deliver quality work all day long with less fatigue.

Construction Business Manager for Position Partners Josh Allan said the enhanced compatibility will be popular in the local market.

"We have integrated Topcon machine control to hundreds of Caterpillar machines over the years, including the new Next Gen models," he said.

"Customers have always loved how seamless the integration is on their machine, with the ability to use the CAT joystick with their Topcon system for example.

"This added compatibility to get the full benefits of the Topcon solution and the Cat Assist features will mean even more productivity and an enhanced experience for operators."



Information on the compatible make and models for installation is available through Position Partners or Caterpillar dealers. To learn more about Topcon machine solutions visit [www.positionpartners.com.au](http://www.positionpartners.com.au) or call 1300 867 266.

# BYDA: still the same great service, with a makeover

Australia's free underground infrastructure referral service Dial Before You Dig is now known as Before You Dig Australia (BYDA) as of July 1, 2022.

Last year DBYD launched the Next Gen referral service, which made it easier and more efficient to lodge an enquiry. NextGen uses an Australian-developed technology solution to provide real-time dig and enquiry activity dashboards, provide response wait times, and enable map-based searches.

Following this major advancement, it was time to drop the 'dial' from the name. All states have united as one national organisation to continue stronger with BYDA's vision of Zero Damage, Zero Harm. As BYDA, the changes include a new business name, a new logo, a

new website, and new social media channels. Everything else will remain the same, including customers' log in details and how they receive responses. However, as a national organisation, BYDA will deliver improved levels of efficiency to support our members, users of the service and the community at large. In addition, there will be a consistent approach across Australia to damage and harm prevention. BYDA says the rebranding will reflect the new national organisation, giving it a unique look. The organisation has assured members and users that it's still the same, with a slight makeover. Follow BYDA's new national social media channels and stay up to date with the latest.

Visit [www.byda.com.au](http://www.byda.com.au)



# Two new contracts for Kerman

Kerman Contracting have secured two new contracts – a \$60 million contract by Mineral Resources Limited (MRL) for the design and construction of their Port of Ashburton Ore Storage Facility in Onslow and a \$22 million contract by Karara Mining Limited (KML) for the structural, mechanical, piping installation works for KML's Tailings Filtration Project at its mine site in the Mid-West Region.

The MRL project scope includes the design, fabrication, supply and erection of an enclosed 284-metre-long ore storage facility and associated materials handling. The design is already well underway and onsite construction works are expected to start in January 2023.

Kerman's Managing Director Chris Kerman said the project will provide employment for about 60 site personnel and opportunities for local businesses.

"To deliver a world class facility for MRL we will call upon our previous experience in the design and construction of port bulk storage and materials handling facilities in locations such as Bunbury, Esperance, Geraldton, Port Kembla and Whyalla," he said.

The KML installation works contract comprises the erection of a new Tailings Filtration Building including installation of associated piping, belt feeders, chutes, tankage and other equipment.



## Kobelco SK850LC-10 delivers superior power and performance for heavy-duty jobs

Kobelco Construction Machinery Australia has announced the arrival of the SK850LC-10—the latest and largest excavator to enter the Kobelco Australia product line-up. With the recently released heavy-duty XD Series further reinforcing the manufacturer as a powerhouse in the 35 to 50-tonne class, Kobelco is able to offer even greater levels of productivity and efficiency to its customers in the 85-tonne class with the arrival of the new SK850LC-10, now available for delivery.

With a base operating weight of 80,800 kilograms and built to withstand the rigors of the toughest jobsites around the world, the SK850LC takes durability to the next level.

The SK850LC has undergone extensive development, while being put to the test in demanding quarry and mining conditions across the globe—including some of the most extreme sites in China and India—to prove the machine's hardworking and durability credentials. After demonstrating its exceptional abilities, the SK850LC in its latest generation has demonstrated that it will be well suited to a variety of work sites across Australia—in particular, quarry applications, small to medium sized mining operations and large-scale civil infrastructure projects.

The 12.9 litre turbo-charged and intercooled Hino engine delivers an outstanding 380 kW of power for superior strength and unbeatable performance. Class-leading work volume is achieved with powerful bucket breakout force and arm tearout forces, delivering fast digging cycle times and impressive productivity. Combined with an intelligent hydraulic system built for speed and control, the SK850LC delivers

an impressive average fuel consumption of under 50 litres per hour—substantially boosting operating profit in a production environment. Climb stockpiles with ease with the SK850LC's class-leading drawbar force, ensuring plenty of tractive power for the most extreme site conditions. Three heavy-duty track guides are also installed on each crawler side frame to further increase undercarriage durability. The SK850LC also features Kobelco's latest cooling system – a hydraulically-driven twin fan engine cooling system. This hydraulic version also prevents over-cooling by use of integrated sensors to reduce the speed of the twin-fan unit, helping to improve fuel economy and reduce noise. A variable-geometry turbocharger contributes to lower fuel consumption, and a new selective catalytic reduction system decreases NOx emissions by 80 percent to provide low operation emissions. With three work modes the operator can choose from, H-mode, S-mode and ECO-mode—allowing for minimum fuel consumption while optimising digging efficiency.



From the comfort of the cabin, the operator can also pre-set multiple attachment settings. The SK850LC comes factory equipped with bi-directional primary auxiliary hydraulics, along with proportional hand-controlled tilt/rotate piping and quick hitch piping as standard. With the 8.25 m and 3.6 m heavy-duty boom and arm, the SK850LC has an operating capacity exceeding 10.6 tonnes at a reach of 11.6 metres. The SK850LC is also available in a mass excavation (ME) specification, with a shorter boom and arm as well as an optional heavier 3,000 kg counterweight—for applications which call for maximum bucket capacity and digging productivity.

The air suspension seat, combined with a 25 percent reduction in lever control force reduces operator fatigue during long hours of operation, while added climate control outlets and a spacious cab interior provide a comfortable work environment. The high-level of pressurisation in the large, sealed cab keeps out dust and ensures a quiet environment for the operator. A standard 12V port and AUX jack is provided, while the standard Bluetooth integrated stereo system allows the operator to stream audio.

An operator friendly colour multi-display LCD screen uses easily recognisable graphics for quick navigation of important information, including fuel consumption and maintenance intervals. An intuitive one-touch attachment mode switch lets the operator confirm the proper configuration at a glance. A FOPS top guard along with a front window guard and swing flashers come standard for enhanced jobsite safety, and in addition to the rear view camera, an optional right-side camera can be fitted, for easy safety checks around the machine.

Maintenance on the SK850LC is also simple and cost effective to reduce downtime and to further improve machine uptime, like all Kobelco heavy excavators, the SK850LC is equipped with Kobelco's K-Assist system, a remote diagnostic and troubleshooting system that allows your local Kobelco dealer to provide advanced support of the machine without the need for a technician to be present.

Contact Cameron Baker at CCF WA Member Liftrite for more information on [cameronb@liftrite.com.au](mailto:cameronb@liftrite.com.au)



  
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# Are you putting your assets at risk?

By **Tony Monisse**, Director at Brentnalls WA

**A** sset protection is extremely important for all business owners, and especially so at present. In these current times, where there are supply chain pressures, staff shortages, rising costs and Covid is impacting the availability of staff, many businesses (and their customers) are vulnerable to being insolvent, especially where they are operating on tight margins. At the same time, the ATO are much more aggressive in issuing director penalty notices when a business is not meeting its current tax obligations. The effect of issuing these director penalty notices is that it exposes the personal assets of the director to claims by the ATO that relate to the business. Accordingly, it is important that all businesses review what asset protection measures they have in place to ensure the viability of their business.

Through our experience of dealing with a number of our business clients, there are numerous measures that a business can put in place to strengthen its asset protection position, including reviewing:

- the directors of the company (particularly in the case of private companies), and removing any directors that are not required and which unnecessarily exposes the assets of that director to liability claims.
- all PPSA arrangements are correctly in place in particular where the business has equipment on lease or hire on a customer's site.
- all loans to or from related parties to ensure the business does not face the "call-up" on related party loans or put at risk any

loans receivable from related parties, especially where these loans can be cleared through offset arrangements or by way of payment of dividends. Also with any related party loan, the business should check all PPSA arrangements are in place to properly secure these loans.

- the level of profits retained within the company, as these profits would be subject to any claims against the company. Strategies to reduce the level of retained profits within a business include distributing profits to a related entity and then loaning these funds back on a secured basis to the trading business to fund the operations of the business. It is important when looking at this strategy to consider what the most effective way to structure the transaction is, to distribute the profits and loan back these funds, as this may incur unnecessary additional top-up tax which will reduce the funds available to finance future operations.

These are some strategies that businesses can look to employ to reduce the exposure of their assets to claims and improve the asset protection position of the business.

Many business owners work extremely hard to accumulate wealth. As a business owner, you don't want to be working so hard that you do not take action to prevent unnecessarily putting these assets at risk.

*Tony Monisse is a Director at CCF WA Associate Member firm Brentnalls WA. If you have any questions on any of the above or would like some guidance on asset protection and financial management in your business, please contact Tony Monisse directly on (08) 6212 7200.*

customers. Early alerts will tip you off and enable you to consider your future dealings with those customers.

2. Implement an overdue collections process – Has your business established a robust collection process for when a customer becomes overdue? It is proven time and time again that the 'early collection bird' gets the 'early payment worm'. Whilst we understand you want to maintain relationships with customers, it is also important to have a regemented process for collecting overdue monies. Whether this is an internal system or outsourcing to a third party to action, make sure you have a plan in place.
3. Security and protection – There are a number of paths you can take to give your business an edge. One is to ensure (if you are delivering physical goods) you have registered a security interest on your products. This allows you to recover your goods (if not paid for) in the event of an Administration or to help with negotiations with a liquidator,

The ultimate protection to your business is obtaining Trade Credit Insurance. This specialist insurance ensures if your customer becomes insolvent, your business is protected (normally at 90% of your owed debt).

As a starting point, all businesses should conduct an annual risk review of their customers. This requires a wash of their customers' debtor ledger to identify any gaps in security or cover and the 'pain points' to your business.

*NCI offer a free spread of risk assessment of your customer debtors ledger and can support your business with implementing the above 3 tips to prepare your business for any future insolvency crises. Call NCI on 1800 882 820 or email [info@nci.com.au](mailto:info@nci.com.au).*

# Three big tips to prepare for an insolvency crisis

By **Daniel McIntosh**, NCI

**M** any businesses are shocked when they receive a letter from the liquidator advising one of their customers have become insolvent and they will not be paid.

The trade receivables of a business can often be their largest asset. It is also the greatest means of cash flow and the ability to pay suppliers. Therefore, why are more 'simple steps' not taken to ensure you avoid bad debts into the future?

There are several small steps that can be implemented by a business to prepare for an oncoming liquidation crisis. Here are my **Top 3 Tips** to put yourself in the best position to avoid a bad debt:

1. Monitor your customers financial position – We understand many businesses are good at selling their goods and providing excellent services to their customers. But how do they have time to continually monitor the financial health of those customers? Easy, register your customers to be monitored and receive early alerts to give you insight into the changing financial health of

# Statutory demands – How do they work?

By **Blair Campbell**, Special Counsel | Dispute Resolution, HHG Legal Group



**A** statutory demand is a tool established by the Corporations Act to ascertain the solvency of a debtor company, that is, whether the debtor can pay its debts as and when they fall due. Put shortly, if a debtor does not comply with a statutory demand, it is presumed to be insolvent and the creditor can apply to have the debtor company wound up in insolvency.

Given the current climate in the construction industry, with increased volumes of work, supply constraints, and insolvencies, and the industry's reliance on cash flow, it is important to understand how a statutory demand works, whether you are a creditor or a debtor.

## Serving a statutory demand on your debtors

The mechanism for a statutory demand is set out in section 459E of the *Corporations Act 2001* (Cth) and provides that the demand must:

1. Specify the debt amount, which must meet the statutory minimum (presently \$4,000 as of 1 July 2021),
2. Must require the company to pay, secure or compound for that amount to the creditor's reasonable satisfaction within the statutory period after service of the demand (currently 21 days),
3. Be in writing,
4. Be in the prescribed form (Form 509H),
5. Be signed by the creditor or on their behalf,
6. Be accompanied by an affidavit that verifies the debt (unless it is a judgment debt).

The statutory demand and accompanying documents must normally be served at the debtor company's registered office, however, amendments made to the Corporations Act in late 2020 may now permit service of statutory demands (and applications to set them aside) electronically to a 'nominated address'.

A statutory demand can be a useful tool for a creditor – few things focus the mind of a recalcitrant debtor company than receiving one – but they should not necessarily be your first recourse. Before issuing a statutory demand it is important to consider whether a statutory demand is an appropriate course of action, as the recipient of the statutory demand can apply to have the demand set aside.

The most common ground for setting aside the statutory demand is that there is a genuine dispute as to whether the debt is owed. For example, works contracts usually contain payment regimes, set-off clauses, and dispute resolution clauses. This means that it can be tricky to work out precisely what sums are owed as a debt (that is, sums which are not disputed) and whether the statutory demand regime is beneficial or likely to give rise to further litigation.

Further, winding up a company will add to your costs, and often come with uncertain results. Depending on the size of the debt, other enforcement options may be preferable. As such, you should seek advice on enforcement options before making a statutory demand.

## What if you receive a statutory demand?

First and foremost, do not ignore a statutory demand! In fact, we have seen too many company directors who do not appreciate the seriousness of these documents and have to deal with the consequences of ignoring the demand. The statutory demand document explicitly states on it:

*"A failure to respond to a statutory demand can have very serious consequences for a company. In particular, it may result in the company being placed in liquidation and control of the company passing to the*

*liquidator of the company."*

By failing to respond to a statutory demand, it will be difficult for a debtor company to rebut the presumption of insolvency in an application to wind it up.

Rather, upon receiving a statutory demand, the company should consider either:

1. Paying the amount demanded;
2. securing or compounding to the creditor's reasonable satisfaction;
3. or applying to set the statutory demand aside.

## Paying the amount demanded

If the statutory demand is for a real debt that is not genuinely disputed, the first option would be to pay the debt within the timeframe stated on the demand. Provided the debt is legitimate, a failure to pay is strong evidence of insolvency – justifying the presumption that arises. Alternatively, it is possible to compromise the debt.

## Securing or compounding to the creditor's reasonable satisfaction

A debtor 'compounds' when it enters into an agreement with its creditor for payment – either on terms of the demanded sum, or for a different amount.

A company can 'secure' a debt by putting up security for the demanded sum.

In relation to both securing and compounding, the act must be to the creditor's 'reasonable satisfaction'. This imports an objective standard – meaning that the offer of security or compound cannot be unreasonably rejected. Furthermore, the securing or compounding must be unconditional and unequivocal.

## Applying to set the statutory demand aside

A debtor can apply to Court to have the statutory demand set aside on several grounds, including:

1. the debt is genuinely disputed;
2. the debtor company has an offsetting claim that reduces the demand below the statutory minimum of \$4,000;
3. there is defect in the demand – but only where the Court is satisfied substantial injustice would be done; and
4. the propriety of the issue of the demand.

An application to set aside the statutory demand must be accompanied by an affidavit setting out the facts supporting the grounds for setting the demand aside. The application must also be made and served within 21 days of service of the statutory demand.

Therefore, whether you wish to pay the amount or make an application to set aside the demand, time is of the essence. Debtors should act quickly to seek advice upon receipt of a statutory demand.

## Conclusion

A statutory demand can be useful if used in appropriate circumstances. If you have received a statutory demand, the only circumstance in which you should ignore it is if you are willing to permit the company to be wound up in insolvency.

In every other circumstance, you should seek urgent legal advice and consider whether you pay, secure or compound, or set aside the demand.



## Boya Equipment

[www.boyaequip.com.au](http://www.boyaequip.com.au)

Boya Equipment is WA's largest Kubota dealership, having been associated with the Kubota brand for over 35 years. Boya Equipment is the only Kubota dealer in Perth that sells the complete range of Kubota's construction, power and agriculture equipment.

## Dan Morris Legal

5/359 Oxford St, Mount Hawthorn WA 6016

Civil and Construction Contractors: You are skilled professionals with unique and diverse legal needs. Dan Morris Legal services those needs. That's all. Struggling to understand complex, 300-paged construction contracts? Need help negotiating a better deal? Already mobilised but can't seem to get and keep the payments you've earned? Our personal legal services are for you.

## FSC Civils

[www.fsccivils.com.au](http://www.fsccivils.com.au)

FSC is an Australian civil construction business specialising in civil infrastructure works. Built from the ground up and led by a hands-on management team, FSC prides itself on providing impeccable service to its clients. Since 2016, FSC has expanded to take on major contract works including road bridge construction, concrete pavement placement, culvert construction, drainage, and more.

## Jaybro

[www.jaybro.com.au](http://www.jaybro.com.au)

For more than two decades, Jaybro has been the name to remember for everything site consumables. From civil contractors to commercial construction companies, infrastructure projects, road and traffic contractors and the mining and resources industry, Jaybro help connect everyone with the equipment they need, when and where they need it.

## Mass Resources

[www.massresources.com.au](http://www.massresources.com.au)

Mass Resources provides qualified and job-ready personnel for permanent, contract and temporary roles, to the resources, energy and construction industries. Whether it be a one-off placement, a project team or a full workforce, we can deliver the right people to power your productivity.

## MCT Equipment

[www.mctequip.com.au](http://www.mctequip.com.au)

With over 25 years' experience, MCT sources alternate lifting equipment so you can reinvent your customer solutions. No matter your requirements, the team at MCT can supply alternative lifting solutions, with innovation and design at the forefront of all they do to ensure your company has the innovations it needs to lead the way.

## Pinnacle Hire

[www.pinnaclehire.com.au](http://www.pinnaclehire.com.au)

Pinnacle Hire supports the civil construction industry by providing end-to-end hire solutions for advanced water treatment, storage and pumping across Australia. Dewatering pump hire, water treatment equipment hire, submersible pump hire, sewage pump hire and polymer pump hire are Pinnacle Hire's speciality.

## Tundi Constructions

[www.tundigroup.com.np](http://www.tundigroup.com.np)

Tundi Construction was founded in 1984 by Mr. Rishi Prasad Subedi. Beginning operation in Nepal, Tundi Construction has expanded its bidding in Australia, India, Bhutan and Bangladesh. Completed projects include water supply and water treatment plants, roads, bridges, airport, hydropower and irrigation projects.

## Whittens

[www.whittensgroup.com.au](http://www.whittensgroup.com.au)

Whittens is a recognised leader in the provision of construction services to the road, rail, energy and port infrastructure markets. Whittens has worked throughout Australia, delivering materials offloading facilities; roads; concrete bridges; drainage and culverts; power station, windfarm and water infrastructure. Whittens also provides concrete repair and other remedial services to enable a prolonged lifespan for existing infrastructure.

### About CCF WA

The Civil Contractors Federation is Australia's peak civil construction industry body. As the voice of the civil construction industry we advocate on behalf of the industry to all levels of government. With branches in all states and territories, as well as a National Office in Canberra, CCF understands the local, state and national issues facing the civil construction industry. CCF has two types of memberships. Contractor Members, who undertake work as civil construction contractors in the civil construction industry; and Associate Members, who provide goods and services to the civil construction industry, or are industry stakeholders (e.g. Govt bodies). In Western Australia, CCF WA works to ensure:

- You are represented and advocated for – heard at a local, state and national level.
- You are informed – provided with sound advice and the latest information.
- You are equipped – with access to tools and resources that help your business succeed.
- You are connected – our events and publications bring you together with useful contacts, suppliers and each other.

CCF WA Membership ensures your business is part of the industry's united voice on civil contracting matters.

CCF WA works closely with state and local governments, and key private sector clients, to address key issues and improve the operating environment for contractors and suppliers. We have strong networks and access to key decision makers at major infrastructure delivery agencies.

CCF WA is committed to ensuring the civil construction industry is professionally represented. It does this by:

- consulting with industry on key issues affecting the industry.
- representing the industry on government and industry panels and working groups.
- advocating to all levels of government and the private sector through multiple channels.



## Western Australian Civil Construction Industry

# Capability Guide

### 2022/23



CIVIL CONTRACTORS  
FEDERATION

CCF WA's tenth annual Western Australian Civil Construction Industry Capability Guide includes contact details, profiles and capabilities of 110 CCF WA Contractor Members. By supporting their industry group, these companies are demonstrating their commitment to a strong, sustainable and equitable civil construction industry in our state.

(Photo: Whitfords Nodes Staircase project courtesy Enviro Infrastructure.)

## ABM LANDSCAPING

[www.abmlandscaping.com.au](http://www.abmlandscaping.com.au)

24 Viveash Road, Middle Swan WA 6056

Aaron Trew, Managing Director  
Morgan Trew, Administration  
Darren Devlin, Estimator / Project Manager  
Cormac Hyland, Estimator / Project Manager

Phone: 08 9274 3235  
Email: [admin@abmlandscaping.com.au](mailto:admin@abmlandscaping.com.au)

Having built a strong reputation as a result of quality workmanship, self-sufficiency and value for money offering; ABM Landscaping is one of the leaders in Western Australia's civil construction industry. ABM currently services a large range of clients across civil and commercial construction, education, government agencies and residential sectors. Service offerings include brick paving, mortared and dry rock pitching, gabion baskets, earthworks, limestone walls, erosion control mat systems; soft landscaping and maintenance. Due to the extensive skill set of its personnel, ABM Landscaping's ability to undertake a variety of services when mobilised to remote sites is particularly cost-effective for clients.

Prequalifications, certifications, specialised capabilities: MRWA prequalified; Water Corporation prequalified; DevelopmentWA prequalified, Dept. of Finance Regional Service Alliance (BMW) prequalified, preferred brick paving contractor for City of Swan, City of Stirling, City of Belmont, City of Canning and City of Wanneroo.



## ADVANCE EXCAVATIONS

[www.advanceexcavations.com.au](http://www.advanceexcavations.com.au)

PO Box 1047, Wangara, WA 6947  
26 Fortitude Boulevard, Wangara, WA 6065

Daniel Garcia, Operations Manager

Phone: 08 6401 6213  
Email: [admin@advanceexcavations.com.au](mailto:admin@advanceexcavations.com.au)

Western Australian family-owned business Advance Excavations provides exceptional electrical services to the construction industry. We have certified HV and LV cable jointers, paper lead cable jointers (PILSWA) and are fully qualified in cable laying and sub-station construction.

Prequalifications, certifications, specialised capabilities: Specialising in the installation of underground cabling services including installation and jointing of new underground cables (HV/ LV), power domes, transformers and street lighting.



## ALLPIPE TECHNOLOGIES

[www.allpipetechnologies.com.au](http://www.allpipetechnologies.com.au)

Unit 1/110 Inspiration Drive, Wangara

Courtney Hillier, General Manager  
Lauren Ewen, Contracts Administrator (CA) / Sales  
Sam Miller, Manager

Phone: 08 6305 0864  
Email: [admin@allpipetechnologies.com.au](mailto:admin@allpipetechnologies.com.au)

Allpipe Technologies are specialists in the pipeline rehabilitation industry, delivering pipe inspections with detailed reports, cleaning and full remediation of defective pipes. Allpipe provides the most economical and best engineering solution, safely, whether structural point repairs or the installation of full length cured in place structural liners.

Prequalifications, certifications, specialised capabilities: Pipeline inspection and assessment; renovation of defective pipes using no-dig technology or excavation; CCTV camera inspection using pan and tilt zoom cameras; Hydro excavation utilising our Combination JetVac Unit; High Pressure drain and sewer cleaning; ACA Laser Chamber Inspections (CleverScan); Hydraulic root cutting; Robotic Intrusion Cutting; CIPP UV pipeline Relining; Latseal Junction Repairs; Directional Water Jetting; Infiltration detection and flow monitoring.



## ALLSTATE KERBING & CONCRETE

[www.allstatekerbing.com.au](http://www.allstatekerbing.com.au)

11 Raymond Avenue, Bayswater WA 6053

Ben Tomasini, General Manager  
Robert Woods, Manager  
Peter Brown, Operations Manager

Phone: 08 9277 2691  
Email: [ben.tomasini@allstatekerbing.com.au](mailto:ben.tomasini@allstatekerbing.com.au)

Specialising in Extruded Kerbing, concrete repairs, footpaths, concrete removal and crossover construction. We are consistently completing works ranging from Sub-divisional developments, major highway and road redevelopments, Shire and Local Government road upgrades as well as intricate carparks and roadside beautification projects. Through consistent and value-based approach to performance, safety, quality and customer focus and sporting over 300 years of combined industry experience throughout our teams, we are Western Australia's professional and reliable provider of Kerbing and Concrete Services.

Prequalifications, certifications, specialised capabilities: WALGA Preferred Supplier.



## ALTONA GROUP

[www.altonapc.com.au](http://www.altonapc.com.au)

7/24 Baile Road, Canning Vale, WA 6155

Trevor Byrne, Director

Phone: 08 9455 1137  
Email: [trevorbyrne@altonapc.com.au](mailto:trevorbyrne@altonapc.com.au)

Altona is an industry leading contractor with more than 45 years of experience delivering award winning services, successfully completing over 700 Commercial, Defence, Marine, Resource, Health, Hospitality, Retail, Infrastructure and Recreation projects throughout Western Australia. As a highly competent, professional, and technically capable contractor with extensive resources, experience and skills to exceed client requirements, Altona capabilities include the Design, Project Management, Construction and Maintenance of Hydraulic and associated services. Utilising our extensive fleet, we install, upgrade, and refurbish critical infrastructure including Sewer Reticulation, Water Supply Pipelines, Hot/Cold Water Services, Fire Systems, Sewer Pump Stations, Sullage and Rising Mains, Wastewater Treatment, Recycled Water Re-use, Sanitary and Storm Water Drainage and Gas, Electrical and Communication Services, often in complex, sensitive brownfields environments. With proven experience in Dewatering, Asbestos and Controlled Waste Removal and Soil Contaminant Management (including PFAS/PFOS, Acid Sulphates and Hydrocarbons), we overcome unique and critical project risks by providing innovative, cost effective and flexible solutions.

Prequalifications, certifications, specialised capabilities: Integrated Quality, Safety and Environmental Management System accredited to ISO 9001:2015, ISO 45001:2018 and ISO 14001:2015. Water Corporation - Tier 1, ATCO Gas Accredited, Maritime Security Clearance (MSIC), Defence Baseline (DCAC) and Negative Vetting (NV1) Security Cleared personnel, Plumbers License, Licensed Asbestos Removal, Controlled Waste, WA Heavy Vehicle Accreditation, Water Corporation Backflow Prevention Certified, Supply Chain Sustainability School Member.

CCF WA Industry & Training Awards: Environmental Achievement Award 2020  
CCF WA Earth Awards: WA Highly Commended Award 2020



## APH CONTRACTORS

[www.aphcontractors.com.au](http://www.aphcontractors.com.au)

PO Box 9096, Picton WA 6229  
Lot 26 Wetherley Drive, Picton WA 6229

Elmarie Mienie, Project Manager ([elmarie@aphcontractors.com.au](mailto:elmarie@aphcontractors.com.au))

Phone: 08 9725 4755  
Email: [admin@aphcontractors.com.au](mailto:admin@aphcontractors.com.au)

APH provides specialist services to the Civil Construction and Mining industries within WA and we aim to provide leadership and innovation in the delivery of effective and efficient construction activities. APH is managed by a group of professionals with sound academic qualifications and professional experience. We specialise in all aspects of transport, earthworks, drainage, roadworks and subdivision development activities. With modern plant and equipment, competent operators and skilled personnel, APH Contractors offer a diverse range of services.

Prequalifications, certifications, specialised capabilities: Our specialist services are inclusive of the following, which form part of our corporate Quality Management System and Business Strategy. Project Services: Project Management, Contract strategies and best practice methodology, procurement, budgeting and cost analysis. Planning & Programming: Program scheduling, development, review and integration, construction progress monitoring and construction constraint analysis. Engineering & Technical Review: Technical review and advice, construction analysis and management, feasibility analysis. APH Contractors holds certification to ISO 9001, AS/NZS 4801 and ISO 14001. Main Roads Prequalified R1 and Heavy Vehicle Accreditation. Water Corporation - Tier 1. CM3 - Category 1.



## ASPHALTECH

[www.asphaltech.com.au](http://www.asphaltech.com.au)

416 Victoria Road, Malaga WA 6090

Peter Rimpas, General Manager  
Felipe Soto, Operations Manager

Phone: 08 9249 8821  
Email: [AdminWA@asphaltech.com.au](mailto:AdminWA@asphaltech.com.au)

Asphaltech Pty Ltd is a Civil Engineering company specialising in the production and placement of asphalt, road profiling and road rehabilitation. Equipped with modern machinery, a new 200 tonne/hour Production Plant and highly skilled staff, Asphaltech is able to achieve high quality road surfacing and rehabilitations.

Prequalifications, certifications, specialised capabilities: Third Party Accredited for Health & Safety, Quality and Environment, NATA Accredited Laboratory, AAPA Producer Member, IPWEA Members, Engineers Australia Members, WALGA Approved Suppliers.



## BMD GROUP

[www.bmd.com.au](http://www.bmd.com.au)

PO Box 644, Belmont WA 6984  
1/175 Campbell Street, Belmont WA 6104

Leon Fogliani, Operations Manager WA  
Bennet Fowler, Business Development Manager  
Craig Irvine, Construction Manager

Phone: 0467 731 650  
Email: [bennet.fowler@bmd.com.au](mailto:bennet.fowler@bmd.com.au)

BMD is a national group of companies engaged in engineering design, construction and land development for clients and partners in the urban development, transport infrastructure, resources and energy sectors. For over 40 years, we have employed a relationship-based model founded on certainty, collaboration and performance, while focused on local employment and community engagement. With an office in Perth, we continue to deliver vital infrastructure upgrades across Western Australia, known for our expansive portfolio of bridge projects, and numerous freeway upgrades to transform Perth's connectivity. BMD is highly regarded for our ability to deliver exceptional results across the transport, aviation, defence, resources, and urban development sectors.

Prequalifications, certifications, specialised capabilities: BMD's management systems are certified: AS/NZS 4801, Occupational Health and Safety Management Systems; AS/NZS ISO 14001, Environmental Management; AS/NZS ISO 9001, Quality Management; Austroads National Prequalification R5, B4, F150+; LandCorp Tier 1 contractor; and Federal Safety Commission accredited.

CCF WA Earth Awards: WA Winner: 2019, 2018, 2017  
CCF WA Industry & Training Awards: Aboriginal Engagement Award 2018; Workplace Health & Safety Award 2018.



## BPS WA

[www.bpswa.com.au](http://www.bpswa.com.au)

Lot 43 Craigie Street Bunbury, WA 6230

Glenn Anderson, Director

Phone: 08 9791 4344  
Email: [bpswa@bpswa.com.au](mailto:bpswa@bpswa.com.au)

BPS (WA) (previously Bunbury Plumbing Services) are a Water Corporation Authorised Contractor and work with many large companies ranging from abattoirs, mining, wineries, and can service all industrial or residential customers that require our services. Services include Liquid Waste Management, Septic system supply, installation and rejuvenation, Excavation and Earthworks. BPS also has a fleet of potable food grade stainless steel tankers to cart potable drinking water. Servicing Bunbury, Collie, Harvey, Waroona, Yarloop, Donnybrook, Kirup, Balingup, Busselton, Bridgetown, Narrogin and surrounding areas.

Prequalifications, certifications, specialised capabilities: Water Corporation authorised contractor. Specialist Services include: Inspections (Pipeline inspection services with in pipe video recording; Camera inspections of pumps and fans; Leak detection underground or cavity leaks; Hot/Cold hire pressure floor scrubbers; Hot/Cold Hire Pressure drain cleaner); Excavations – repair sewer mains, water mains and electrical trenching; Earthworks – our experienced team can also install and repair culverts, spill ways, crossovers, stormwater control.



## BULLSEYE BORING

[www.bullseyeboring.com.au](http://www.bullseyeboring.com.au)

2 Tincombe Grove, Baldy WA 6171

Leon DeLuis, General Manager  
Jackie DeLuis, Business Administrator

Phone: 0407 775 335  
Email: [admin@bullseyeboring.com.au](mailto:admin@bullseyeboring.com.au)

Bullseye Boring has over 28 years' experience in Trenchless technology. We are specialists in the installation of underground utilities for private, commercial and government clients using Pilot Tube Microtunnelling, Horizontal Directional Drilling and Auger Boring.

Our teams are fully industry certified. We also specialise in Pilot Microtunnelling Water Corporation approved PVC pipe for gravity sewer.



## BUSSELTON BITUMEN SERVICE & CIVIL

[www.bsnbitumen.com.au](http://www.bsnbitumen.com.au)

Lot 30 Molloy Street Busselton, WA 6280  
PO Box 718 Busselton, WA 6280

Jarrad Strahan, General Manager

Phone: 08 9752 3735  
Email: [jarrad@bsnbitumen.com.au](mailto:jarrad@bsnbitumen.com.au)

Busselton Bitumen Service and Civil have been operating in the South West for over 20 years. Working throughout the region over this period has enabled us to build relationships with a network of suppliers and other businesses in the region that enable us to deliver first class projects on time and on budget. We have a strong emphasis on communication and keeping our clients informed throughout the process. We carry out work for major local building companies, government agencies and a large volume of private works.

Prequalifications, certifications, specialised capabilities: Full design and construct process for small private driveways through to large commercial hardstands and car parks: total design; site works; drainage; base works construction. Fully conversant with Local Authority requirements.



## BWC CIVIL & EARTHMOVING

[www.bwccivil.com.au](http://www.bwccivil.com.au)

PO Box 364, Byford WA 6121

Brad Walton, Operations Manager

Phone: 08 6323 3540, 0412 524 952  
Email: [info@bwccivil.com.au](mailto:info@bwccivil.com.au)

BWC Civil & Earthmoving is a locally owned and operated earthmoving business. Established since May 2000, it prides itself on providing clients with quality tailored solutions. It operates with a full range of earthmoving equipment and services, and the ability to work with clients on both commercial and domestic projects.

Prequalifications, certifications, specialised capabilities: BWC specialises in earthworks and site preparation, road construction, drainage and limestone retaining walls.



## CAPE

[www.cape.com.au](http://www.cape.com.au)

16 Kalamunda Road, South Guildford WA 6055  
PO Box 3039, Bassendean WA 6942

Greg Hutchinson, Chief Executive Officer  
Chris Byers, Chief Financial Officer  
Nick Longo & Paul Tester, Operations Managers Utilities  
Fiona Sammels, Human Resources Manager

Phone: 08 9272 0100  
Email: [info@cape.com.au](mailto:info@cape.com.au)

As part of the CFC Group, Cape has over 30 years of operating experience and is a leader in providing innovative and cost-effective sustainable solutions to the resources, utilities and infrastructure sectors. Our expertise spans across civil, mining services (Crushing, Tailing Dams Works, Mine Site Dewatering) and the installation and maintenance of underground utilities (Water & Gas Pipelines, Power & Communications). Cape's corporate culture is built around our core values of Respect, Integrity, Persistence, Passion and Accountability. We bring these values to every job we do. At Cape, we work with you, not just for you.

Prequalifications, certifications, specialised capabilities: AS/NZS ISO45001:2018; ISO 9001:2015; ISO 14001:2015; Federal Safety Commission Accredited. Underground Services Installation and Maintenance: Power, Water, Gas, Communications, Civil Construction, Trenchless Technology, Trenching, Crushing & Screening.

CCF WA Earth Awards: WA Winner: 2019, 2012  
CCF WA Industry & Training Awards: Workplace Health & Safety Award 2017



Building Tomorrow Together

## CARBONE BROS

[www.carbonebros.com.au](http://www.carbonebros.com.au)

14 Papps Road Brunswick, WA 6224  
PO Box 61 Brunswick WA 6224

Amando (Fred) Carbone, Director,  
Steven Carbone, Civil Works Manager,  
Amanda Carbone, Training Coordinator  
Frances Carbone, Business Services Manager

Phone: 08 9726 1178  
Email: [admin@carbonebros.com.au](mailto:admin@carbonebros.com.au)

Carbone Bros are a family based civil contractor located in Brunswick. With our own gravel, limestone and sand pits as well as a large haulage fleet, we are able to meet the demands of any size project. Inspired by the fast pace and ever-growing nature of the infrastructure and construction industry and changing technology in earthmoving; we are building on our experience of drainage, asphaltting, earthmoving and heavy haulage in the growing South West region and becoming a growing and competitive civil contractor.

Prequalifications, certifications, specialised capabilities: Project management and construction of new subdivisions; bulk earthworks and asphalt works; demolition work including asbestos removal; crushing & screening and haulage of products.

## CARBONE BROS.PTY LTD

## CAREY MC

[www.careymc.com.au](http://www.careymc.com.au)

312 Victoria Road, Malaga WA 6090  
PO Box 2125, Malaga WA 6944

Allen Zorotovic, General Manager - Civil

Phone: 08 6465 8000  
Email: [admin@careymc.com.au](mailto:admin@careymc.com.au)

Building on over 40 cumulative years of industry experience, CareyMC have the experience and capacity to carry out:

- Road works - Access Tracks, Asphalted Roads, Firebreaks, Reconditioning of Unsealed Roads.
- Bridge works - Pedestrian Bridges, Simple Span Bridges, Bearing Replacements and Culverts.
- Marine works - Jetties (Fixed and Floating), Landbacked Wharves, Marinas, Bridge Piers.
- Bulk Earthworks - Large Scale Cut/Fill, Groynes, Breakwaters, Reclamations.
- Foundations - Driven and Drilled Piles, Sheetpiling, Ground Anchors.
- Civil/Structural Works - Concrete Structures, Steel Erection, Tilt Up Construction & Buildings.

Prequalifications, certifications, specialised capabilities: CareyMC, either through their supporting companies or directly, carry the following accreditations: Supply Nation Certified; Federal Safety Commissioner Accreditation; Registered Builder (WA); National Prequalification for Civil Works - BT, B1; ISO 9001 Quality Assurance; ISO 14001 Environmental Management; AS/NZS 4801 Safety Management; OHSAS 18001 Safety Management; BHPIO, RTIO, FMG, AngloGold Ashanti Prequalified.

CCF WA Industry & Training Awards: Aboriginal Enterorise Award 2021



## CATS CORPORATION

[catscorporation.com.au](http://catscorporation.com.au)

490 Great Eastern Highway, Ascot WA 6104

Steven McGarrigle, General Manager  
Luke Chadwick, Project Engineer  
Marnie Hall, Finance Manager  
Amy Langan, Office Manager

Phone: 08 9458 6017  
Email: [enquiries@catscorporation.com.au](mailto:enquiries@catscorporation.com.au)

Forged on a foundation of quality and adaptability, CATS is a leader in the Australian civil construction industry. Working across the infrastructure and resources sectors, CATS is an integrated, multidisciplinary company. Our team specialises in civil and concrete works, with an impressive portfolio of national projects for both government and private clients. With state-of-the-art SLIPFORM services and equipment, CATS is at the forefront of quality concrete construction. Our experienced, project-specific teams can be mobilised with minimal lead times, and our modern fleet of vehicles and equipment ensure high efficiency with minimal down time. From Department of Defence, Main Roads, Public Transport Authority, Water Corporation and mining companies, our business is built on long-term relationships. We adapt to the individual needs of all our clients, and our core values are at the heart of everything we do. CATS means quality construction, delivered on time, on budget, and in the way that works for you. Quality and safety are never compromised, and creative collaborations are always encouraged.

Prequalifications, certifications, specialised capabilities: Water Corporation prequalified; PTA prequalified. Capabilities include civil & concrete construction; slipform; plant hire; and skilled crew hire.



## CD DRILLING

[www.cd drilling.com.au](http://www.cd drilling.com.au)

9 Neville Street, Busselton WA 6280

Brynn Silke, Operations Manager  
Wesley Bridges, Construction Manager

Phone: 08 9751 5809  
Email: [info@cddrilling.com.au](mailto:info@cddrilling.com.au)

CD Drilling is a Western Australian owned company with over 20 years' experience in Trenchless Technology. We specialise in sewer, water, drainage and utility construction. With Horizontal Directional Drilling (HDD) design capabilities and a large focus towards minimal environmental impact, we aim to meet all stakeholder demands.

Prequalifications, certifications, specialised capabilities: Core competencies are Horizontal Directional Drilling (HDD) Technology. Specialists in large diameter pipe for sewer, water, drainage and multipackage pipeline construction. With a vast range of drilling equipment, knowledge and experience - we install all lengths and sizes of polyethylene (PE) and steel pipe (ST).

CCF WA Industry & Training Awards: Environmental Achievement Award 2019



## CENTRALS

[www.centurals.com.au](http://www.centurals.com.au)

PMB 5001, Geraldton WA 6530  
Lot 222 Goulds Road, Narngulu WA 6532  
Level 1, 183 Great Eastern Highway, Belmont WA

Craig Patterson, Managing Director  
Stephen Broad, Civil Operations Manager  
Paul Somerville, Mining Operations Manager  
Jacob Preston, Commercial Manager

Phone: 08 9965 6565  
Email: [info@centurals.com.au](mailto:info@centurals.com.au)

Centurals are a dynamic earthmover and civil contractor delivering civil construction, mining site services, road, land development and landcare projects throughout regional WA. Established in 1985, we deliver quality performance with a focus on value, safety, reliability, flexibility, and care and attention to our clients' requirements. Centurals won the prestigious CCF Aboriginal Engagement Award in 2016, 2017, 2019, 2020 and 2021 for 20 years working with, training, employing and empowering Aboriginal people within WA. Centurals provides mine site services, tailing dams, pioneering earthworks; road construction; sewer and drainage construction; subdivision construction; civil earthmoving; crushing and screening; ROM management and primary crusher feed; Haul and access road construction and maintenance; detailed bulk mining operations; vegetation management including clearing, mulching and slashing; fire mitigation and installation of trafficable fire breaks and access tracks.

Prequalifications, certifications, specialised capabilities: Main Roads R3; LandCorp, Water Corporation and Horizon Power prequalified; WALGA preferred supplier; ISNetwork/Dampier to Bunbury Pipeline Category A-rated supplier; FESA preferred supplier; Rio Tinto Category 1 Supplier civil works; Lend Lease preferred supplier. Third party accredited to AS/NZS 4801, AS/NZS ISO 9001:2008 and ISO 14001. Federal Safety Accreditation.

CCF WA Industry & Training Awards: Workplace Health & Safety Award 2012, Aboriginal Engagement Award 2021, 2020, 2019, 2017, 2016



## CORPS GROUP

[www.corps.com.au](http://www.corps.com.au)

112 Pindan Road, Gap Ridge, Karratha WA 6714

Vaughan Corps, CEO  
Beau Corps, Managing Director  
Kristian Corps, Managing Director  
Dayne Corps, Managing Director

Phone: 08 9185 6451  
Email: [admin@karrathaeearthmoving.com.au](mailto:admin@karrathaeearthmoving.com.au)

From humble beginnings in 1985, our small family business has grown to be the leading supplier of earthworks, roadworks, civil construction and sand supply in the Pilbara. But as we have grown, we have stayed true to our family ethos – it's ingrained in everything we do and drives the decisions we make. Today, our 200 team members remain locally based, which makes us agile, approachable and community-minded. It is also what drives us to put the local economy and environment at the forefront; to find sustainable solutions that aren't just idealistic, but feasible. Our unequalled capacity and complete civil solutions assist small and large scale projects across the North West. Above all, it's our team spirit, grit and think-outside-the-box edge that set us apart. Because at Corps, we are committed to building the world better.

Pre-qualifications, certifications, specialised capabilities: Management & Safety Systems accredited to AS/NZS ISO 9001; AS/NZS ISO 14001; AS/NZS 4801.



## CPB CONTRACTORS

[www.cpbcon.com.au](http://www.cpbcon.com.au)

202 Pier Street, Perth WA 6000

Damian Ryan, Pre-Contracts Manager  
Paul Biggs, Business Development Manager

Phone: 08 6436 6000  
Email: [damian.ryan@cpbcon.com.au](mailto:damian.ryan@cpbcon.com.au)

CPB Contractors is the industry-leader in project management, with our principles of integrity, accountability, innovation and delivery guiding our actions, and with safety underpinning all that we do. Our teams work collaboratively with clients and partners towards mitigating risk, navigating challenges, finding agility and flexibility where it's needed, and creating innovative solutions. Throughout the project lifecycle, we are committed to delivering high quality, cost-effective design and construction phases. With our project teams living and working in the areas where we operate, we bring local knowledge and global expertise to the management of our operations.

CCF WA Earth Awards: WA Winner 2021, 2016, 2013, 2010  
National winner: 2016, 2013, 2010



## CRANEFORD PLUMBING

[www.cranefordplumbing.com.au](http://www.cranefordplumbing.com.au)

3/38 Faure Lane, Dunsborough WA 6281  
PO Box 1070, Dunsborough WA 6281

Damien Crane, Director  
Shannon Rodier, Accounts

Phone: 08 9750 5168  
Email: [damien@cranefordplumbing.com.au](mailto:damien@cranefordplumbing.com.au)

Established in 2006, CraneFord Plumbing is a state-wide operating, civil and industrial-minded plumbing and maintenance company that takes pride in its innovative and cost-effective solutions to exceed clients' expectations. Extensive company-owned and operated plant and machinery ensure works are completed in a timely manner with commitment to quality workmanship done safely and efficiently. As well as hydraulic services for large commercial projects and developments, CraneFord is equally proficient in stormwater drainage, deep sewerage, water supply mains and gas services. Its design proficiency and compliance with Australian design standards and authorities enable CraneFord Plumbing to carry out work across construction sectors including commercial, education, hospitality, industrial, infrastructure, leisure and recreation, mixed use, public, recreation, residential, retail and science.

Prequalifications, certifications, specialised capabilities: Plumbing Contractors licence PL 6565; Energy Safety WA licence GF 8193; Master Plumbers & Gasfitters Association M2151745.



## CROKER CONSTRUCTION (WA)

[www.crokerconstruction.com.au](http://www.crokerconstruction.com.au)

15 Da Vinci Way, Forrestdale WA 6112

Nathan Croker, General Manager  
Brendan Hurrell, Construction Manager  
Steve Long, Safety, Environmental & Quality (SEQ) Manager  
Shirley Collins, Administration Manager

Phone: 08 9399 8002  
Email: [admin@crokerconstruction.com.au](mailto:admin@crokerconstruction.com.au)

Croker Construction has an abundance of experience in multi-tasking several civil construction projects simultaneously. Croker Construction aims to work profitably with all our clients, consultants, subcontractors and authorities by effectively coordinating work activities between the various parties. Efficient management of operations ensures a seamless transition between projects and stages, so that personnel, plant and equipment usage is maximised, and project overheads are reduced to ensure successful delivery of all projects undertaken.

Prequalifications, certifications, specialised capabilities: AS 4801, ISO 9001 and ISO 14001. Specialising in: site clearing and mulching; bulk earthworks; lake construction (lined and unlined); demolition; site remediation; retaining wall construction; fencing (masonry and infill); sewerage reticulation; stormwater drainage; road works; water & gas reticulation; underground power and communications.



## DARLING EARTH MOVERS

[www.darlingearth.com.au](http://www.darlingearth.com.au)

Lot 33, Waterwheel Rd, Bedfordale, WA 6112

Michael O'Neill, Director  
Liam O'Neill, Supervisor  
Gaye Hurlle, Office Administrator

Phone: 08 9399 6671  
Email: [info@darlingearth.com.au](mailto:info@darlingearth.com.au)

Established in 1981, Darling Earth Movers are specialist civil contractors with major experience in developmental blasting and drilling. Led by Principal Michael O'Neill, our small team has extensive experience in the direction and control of civil earthworks and controlled blasting sites. Michael O'Neill holds a W.A. Unrestricted Shot Firer's License and a License to Manufacture Explosives. He is a Member of the International Society of Explosives Engineers and a Gazetted Bush Fires Board 'Fire Control Officer'. Michael is a former Drill & Blast Supervisor at Shay Gap, Sunrise Hill and Goldsworthy Mines, and has consulted for quarry works in Sarawak, Malaysia.

Prequalifications, certifications, specialised capabilities: Blasting engineers, Rock excavation, Concrete and rock drilling, Complete site works, General machine hire, Stone pitching, Dam and pond construction, General and sub-soil drainage, Bitumen and paving, All clearing and rehabilitation, Rock walls and retaining walls, All landscaping, Rammed earth construction, Project management, Subcontracting, Power pole hole drilling in rock, Certified Stay Anchor installation in rock.



## DEGREY CIVIL

[www.degreycivil.com.au](http://www.degreycivil.com.au)

PO Box 3090, Belmont East WA 6104  
32 Redcliffe Rd, Redcliffe WA 6104

John Swioklo, General Manager – Director  
Allan Holland, Operations Manager DeGrey Civil

Phone: 08 9367 4122  
Email: [john.swioklo@degreycivil.com.au](mailto:john.swioklo@degreycivil.com.au)

DeGrey Civil has operational bases in Perth and Port Hedland. DeGrey Civil provide a comprehensive service of civil works with a modern equipment fleet and back-up from rental suppliers to undertake airfields, earthworks, roads, hardstands, drainage, subdivisions and minor concrete works throughout the Pilbara and central metropolitan suburbs. It can also supply a design and construct capability in specific fields of operations. DeGrey Civil can also supply Traffic Controllers and devices such as Portable Traffic Lights, Variable Message Boards etc within the Pilbara.

Prequalifications, certifications, specialised capabilities: DeGrey is prequalified to ISO 9001 Quality; ISO 14001 Environment; AS 4801 Safety. It is also prequalified for DevelopmentWA, WA Water Corporation, Western Power, Horizon Power, Main Roads R2, Dept of Finance, WALGA preferred panel, FMG, Atlas Iron, Roy Hill, BHP, DEFS and Town of Port Hedland.

CCF WA Earth Awards: WA Winner 2019, 2012



## DELTA GROUP

[www.deltagroup.com.au](http://www.deltagroup.com.au)

Level 1, 1/32 Ledger Road, Balcatta, WA 6021  
Lot 2891 Pemberton Way, Karratha WA 6714

Andrew Farrell, WA General Manager

Phone: 08 9240 6200  
Email: [deltawa@deltagroup.com.au](mailto:deltawa@deltagroup.com.au)

Delta Group is one of the largest diversified contractors of our type in the world today. With over 40 years of experience, over 800 staff and Australia's largest privately-owned fleet of specialist plant and equipment, we have the capacity to meet the demands of any project in any location – metro, regional, remote or marine. Our mission is to understand the project lifecycle better than any other contractor and our civil construction capabilities have been proven across hundreds of projects Australia wide - including bulk and detailed earthworks, retention and piling, foundations, basements, site infrastructure, landscaping, ground improvement and full site remediation or rehabilitation.

Prequalifications, certifications, specialised capabilities: Main Roads WA Nationally Prequalified; Class 1 Demolition Licence WAD137; Unrestricted Asbestos Licence WA161; Accredited by the Federal Safety Commissioner; Triple Certified AS4801, ISO9001, ISO14001



## DENSFORD CIVIL

[www.densfordcivil.com.au](http://www.densfordcivil.com.au)

12 Sarich Court, Osborne Park WA 6017

Martin Bullock, Managing Director  
Peter Campbell, Operations Manager  
Leigh Petherick, Operations Manager

Phone: 08 9446 3155  
Email: [densford@densfordcivil.com.au](mailto:densford@densfordcivil.com.au)

Densford Civil is a leading Western Australian infrastructure construction company celebrating 30 years in operation this year. Densford Civil have gained a reputation for excellence and expertise in project management and civil construction delivering numerous successful iconic projects for both the public and private sectors across the State. The company specialises in Airports, Bridges, Carparks, Electrical, Land Development, Marinas, Roads, Underground Services and Mining Infrastructure. Densford Civil delivers this diverse range of services through in-house specialisation and is known for providing valuable technical contributions and innovative solutions.

Prequalifications, certifications, specialised capabilities: ISO 45001 (Safety); ISO 9001 (Quality); ISO 14001 (Environment); Australian Government Building and Construction OHS Accreditation Scheme; MRWA R3/B2/BT F50; Water Corp Tier 1 and Grade A; Perth Airport Airside Prequalified Contractor; Western Power Preferred Contractor; DevelopmentWA Tier 1 Contractor; CM3 Prequalification; WALGA Preferred Supplier; ATCO Gas Common Trench; BMW Contractor Registration.



## DIGGA CIVIL

[www.diggacivil.com](http://www.diggacivil.com)

18 Adam Street, Kununoppin WA 6489

Cam Wilkie, Director  
Shelley Dwyer, Admin / Contracts & Systems Manager  
Ray Dickinson, Operations Manager / Estimator

Phone: 08 6279 4055  
Email: [admin@diggacivil.com](mailto:admin@diggacivil.com)

Digga Civil (formerly Double L Construction), is a Western Australian owned Company. Since 1994 Digga Civil has successfully delivered numerous projects in the water and civil sectors to the Water Corporation, Local WA Governments, Nova Mine and the private sector throughout WA. During this time, we have built a solid reputation within the industry and earned the loyalty of our clients for our high standard of work. Digga Civil has demonstrated over the years it's capabilities to undertake the most complex projects and complete them on time within Civil construction and maintenance works.

Prequalifications, certifications, specialised capabilities: Digga Civil provides civil construction and maintenance works, including supply, installation or repair of water and sewerage pipelines, culverts, concrete pad construction, construction of buildings, footpath, kerbing and road reinstatement, dam remediation including spillway drainage construction, compound fencing and all associated civil infrastructure. ISO Certification in 9001 QMS, 14001 EMS, 45001 OHSMS, Accredited Tier 1A Supplier on the Water Corporations Vendors Panel, WALGA Preferred Supplier PSP009 – Roads, Infrastructure and Depot Services and Licenced Asbestos removalists.



## DIRECT CONTRACTING

[www.directcontracting.com.au](http://www.directcontracting.com.au)

PO Box 467, Jurien Bay WA 6516

David Seinor, Director  
Terry Powell, Director

Phone: 9652 2200  
Email: [david@directcontracting.com.au](mailto:david@directcontracting.com.au)

Direct Contracting is a civil contracting company that provides land developers and industry with a professional team to undertake construction and management of subdivisions, rural roads, driveways, carparks, drainage, bitumen applications and earthworks. Direct Contracting is also a provider of quality limestone, sand and gravel supplies to the Jurien Bay and Cervantes region of Western Australia. We are able to be flexible to provide our customers with a high-quality service with professional advice to ensure developments of any size are carried out on time and within budget.

Prequalifications, certifications, specialised capabilities: Earthmoving; plant and equipment hire; bitumen and asphalt applications; total management and construction of subdivisions for land developments; road and drainage maintenance; traffic management; drainage installations.

Direct Contracting Pty Ltd

## DJ MAC CORMICK CONTRACTORS

[www.djmaccormickcontractors.com.au](http://www.djmaccormickcontractors.com.au)

94 Maddington Road, Maddington WA 6109

Malcolm MacCormick, Director

Phone: 08 9493 3544  
Email: [info@djmaccormickcontractors.com.au](mailto:info@djmaccormickcontractors.com.au)

Established in 1974, D.J. MacCormick Contractors is one of Australia's leading civil and micro-tunnelling contractors, with vast experience in main sewers, retic sewers, drainage, water pipelines, earthworks, roadworks, retaining walls, noise walls, power & gas. The company has a successful history having completed thousands of projects for government utilities, local authorities and private industry. Our long presence in the industry is confirmation of our determination and commitment to achieve excellence on every project.

Prequalifications, certifications, specialised capabilities: CCF IMS; ISO 9001; Water Corporation Tier 1; ATCO Gas prequalified; CM3 safety prequalified; AS/NZS ISO 14001:2004 Environmental; AS/NZS 4801:2001 Safety; AS/NZS ISO 9001 Quality. Trenchless microtunnelling 150mm-3000mm. Trenchless construction – laser guided and steerable with accuracy within 20mm over drive lengths. Systems to suit drive lengths in excess of 600m (subject to pipe diameter). Fleet of Herrecknecht & Iseki tunnelling machines closed face & systems 150mm to 3m diameter. Suitable for soft ground to hard rock in excess of 150 MPA.

CCF WA Earth Awards: WA Winner 2013



## DM CIVIL

[www.dmcivil.com.au](http://www.dmcivil.com.au)

PO Box 302, Gosnells WA 6110  
547 Bickley Road, Maddington WA 6109

Stephen Hall, Managing Director  
Jason Toohey, Managing Director  
Russell Blakely, General Manager – Pre Contracts  
Grant Craven, General Manager - Commercial

Phone: 08 9492 1800  
Email: [admin@dmcivil.com.au](mailto:admin@dmcivil.com.au)

DM Civil is a diverse and progressive civil engineering construction company established in 1976, with extensive experience in all facets of civil construction including water supply pipelines, trenchless technologies, sewer reticulation, stormwater drainage, earthworks, roadworks, pump station construction, site remediation, asbestos removal, demolition, marine dredging, retaining walls, lined water supply, ornamental lakes and formed reinforced concrete. The construction of water infrastructure projects across Western Australia has been a core capability since 1976. It is this experience that clients including the Water Corporation call upon to deliver successful project outcomes. We offer a range of trenchless technology solutions. This allows us to provide flexible alternatives and methodology combinations to install infrastructure varying from DN150 to DN1600 in any ground conditions.

Prequalifications, certifications, specialised capabilities: ISO 9001:2015 Quality; ISO 14001:2015 Environmental; AS/NZS 4801:2001 Safety. Platinum WorkSafe Plan achievement. WA Heavy Vehicle Accreditation. Water Corporation Tier 1 contractor, DevelopmentWA Category 1 contractor, Alcoa, ATCO Gas and MRWA prequalified.

CCF WA Earth Awards: WA Winner 2015, 2014, 2013  
CCF WA Industry & Training Awards: Workplace Health & Safety Award: 2015, 2014, 2013



## DOWNER EDI WORKS

[www.downergroup.com](http://www.downergroup.com)

9 Modal Crescent, Canning Vale WA 6155

Glenn Donaldson, Operations Manager WA

Phone: 08 9318 9111  
Email: [proposals\\_wa@downergroup.com](mailto:proposals_wa@downergroup.com)

Downer is a leading provider of transport and infrastructure solutions across the road and rail sectors in Australia. Downer specialises in transport and infrastructure projects including niche civil construction, surfacing, network management, bitumen and logistics, rail maintenance and construction, public transport operations and utilities management, including power, gas, water, renewable energy and communications. Downer's goal extending across safety, environment and community impacts is Zero Harm. This prime directive for our business is a commitment that we, our employees, consultants and contractors care for and protect the people who work in our offices and projects, the business, the communities in which we operate and the environment.

Prequalifications, Certifications, Specialised Capabilities: Downer holds the following accreditations and certifications: ISO 9001:2015 Quality Management System; OSHAS 18001:2007 & Safety Management System; AS/NZS ISO 14001:2015 Environmental Management System; AS4292 Rail Safety Management System; ORSNR RTO accreditation; MRWA R5, B3, A2, F150 plus; Federal Safety Commissioners Government Building and Construction WHS.

CCF WA Earth Awards: WA Winner 2019



## ENVIRO INFRASTRUCTURE

[www.evigroup.com.au](http://www.evigroup.com.au)

1/79 Bushland Ridge, Bibra Lake WA 6163

Dave Schlueter, General Manager

Phone: 08 9336 6003  
Email: [dave.s@evigroup.com.au](mailto:dave.s@evigroup.com.au)

Enviro Infrastructure is a civil and marine construction, infrastructure maintenance and steel fabrication company based in Bibra Lake and Margaret River, Western Australia. Enviro specialise in operating in high-risk, high-compliance environments and have over 10 years operational experience within the electrified and heavy freight rail networks of Western Australia. Enviro specialise in civil construction including bridge repairs and maintenance, steel fabrication, site welding and infrastructure maintenance including port and wharf operations. Enviro operate an internal Rail Safety Division and offer rail safety management and track protection services across the state. Enviro operate under an Integrated Management System externally certified to ISO9001:2015, ISO14001:2015 and AS/NZS4801. We pride ourselves on delivering services in line with our core values of safety, reliability, versatility and value.

Prequalifications, certifications, specialised capabilities: Certified to ISO9001:2015, ISO14001:2015 and AS/NZS4801. Registered Builder, PTA & MRWA Panel Contractor, MRWA BT&B1 and TM accredited, PTA TAP SW-P03; ARC PO.

CCF WA Earth Awards: WA Winner 2021, 2017  
CCF WA Industry & Training Awards: Environmental Achievement Award 2022



## ERTECH

[www.ertech.com.au](http://www.ertech.com.au)

PO Box 1384, Wangara WA 6947  
118 Motivation Drive, Wangara WA 6065

James Giumelli, Chief Executive Officer  
Mick Unger, Executive General Manager

Phone: 08 9302 6666  
Email: [info@ertech.com.au](mailto:info@ertech.com.au)

Ertech is a privately-owned, diversified contractor providing civil, geotechnical, marine and electrical solutions nationally. Operating from offices in WA, NSW, QLD and VIC, Ertech is experienced in delivering metro and regional projects across Australia. Established in 1981 Ertech has built enduring partnerships in the private and public sector to construct and renew infrastructure for transport, mining, oil & gas, water, waste, community, and defence sectors. Ertech's solid performance over the years is founded on locally-based, self-performing teams that bring the right mix of on-site experience, innovative ideas and collaborative practice to deliver on project requirements and exceed client expectations. Ertech and its people are regularly recognised by clients and industry for achieving high standards in project delivery, industry training and development, indigenous engagement, safety and environmental practice.

Prequalifications, certifications, specialised capabilities: MRWA R4B2 (WA), Electrical Contractors license EC012226, AS/NZS ISO 90021, AS/NZS ISO 9001 Quality, AS/NZS 4801 Health and Safety, ISO 4001 Environmental, Australian Government Building OHS Accreditation Scheme, Water Corporation HSE Prequalification Grade A Tier 1, Australian Institute of Project Management Corporate Member.

CCF WA Earth Awards: WA Winner 2017, 2016 (2), 2012, 2011, 2010, 2009  
CCF WA Industry & Training Awards: Aboriginal Engagement Award 2010, Training Employer of the Year Award 2018, Safety Program 2019



## EXMOUTH CIVIL

[www.exmouthcivil.com](http://www.exmouthcivil.com)

PO Box 862, Exmouth, WA 6067  
15 Ingram Street, Exmouth, WA 6707

Jasper Spiers, Manager

Phone: 08 9949 2000  
Email: [excivil@bigpond.com](mailto:excivil@bigpond.com)

Exmouth Civil is a highly experienced civil contracting and earthworks business located in Exmouth which operates throughout the complete Gascoyne and Pilbara region of Western Australia. Exmouth Civil specialises in quarry products, plant hire, earthworks, crushing & screening, drainage, bulk earthworks, underground services, formwork & concreting, cartage & civil contracting and supply of concrete. Our office and workshop facilities are strategically positioned in the Light Industrial Area in Exmouth, permitting us to service the region quickly and efficiently cutting down on mobilisation and demobilisation time.

Prequalifications, certifications, specialised capabilities: WALGA, Main Roads, DevelopmentWA, Water Corporation and defence force accredited.



## FULTON HOGAN

[www.fultonhogan.com](http://www.fultonhogan.com)

PO Box 104, Midland DC WA 6936  
158 Talbot Road, Perth Airport WA 6105

Hardus Van Aswegen, General Manager Industries  
Brett Mottolini, Business Development Manager  
Peter Fleury, South West Manager

Phone: 08 9454 0100  
Email: [wa.industries@fultonhogan.com.au](mailto:wa.industries@fultonhogan.com.au)

Fulton Hogan is a major Australasian civil contracting company, providing a broad range of products and services in the roads, quarrying, civil contracting, rail, infrastructure maintenance and land development sectors. Its 8000-plus team across Australia and New Zealand continues to grow and diversify into new markets, making Fulton Hogan one of Australasia's fastest growing civil contracting companies. Known for its ability to develop strong relationships with its customers, Fulton Hogan leads technological advancement in the pavement construction sector, asphalt and bitumen binder technology, crumb rubber binder manufacture and dust suppression. At its Hazelmere and Bunbury depots, Fulton Hogan undertakes asphalt manufacture, polymer modified and emulsion binder manufacture, supply and laying crews, spray seal capabilities, bridge construction, asset management, minor civil construction and EZ Street cold asphalt distribution.

Prequalifications, certifications, specialised capabilities: AS/NZS ISO 9001:2015 Quality Management System; NATA Accredited Laboratory; AS/NZS ISO 45001:2018 Occupational Health and Safety Management System; Federal Safety Accreditation; AS/NZS ISO 14001:2015 Environmental Management System.

CCF WA Industry & Training Awards: Aboriginal Engagement Award 2021, Workplace Health & Safety Award 2016, Training Employer of the Year 2013



## GDR CIVIL CONTRACTING

[www.gdrcivil.com.au](http://www.gdrcivil.com.au)

2 Chidlow St East, Northam WA 6401

Graham O'Neil, Director

Phone: 0413 047 190  
Email: [graham@gdrcivil.com.au](mailto:graham@gdrcivil.com.au)

Based in Northam, WA, GDR Civil Contracting are Australian locally owned and operated civil contractors. We have been involved in the construction of many large and some high profile civil infrastructure projects. GDR Civil Contracting aims to be perceived as our customer's preferred partner and to continually improve our business by providing superior, innovative and cost effective construction solutions. GDR Civil Contracting offers construction solutions to cater to our client's requirements. We are as capable of civil contracting as we are in undertaking major plant hire activities. We can undertake road, dam and airport construction as well as concrete structures, drainage, mining, rehabilitation or mining and mining related activities.



## GEOGRAPHE EXCAVATION & UNDERGROUND POWER

[www.geoex.com.au](http://www.geoex.com.au)

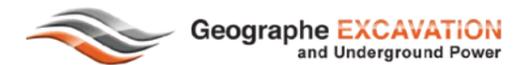
2 Faure Lane, Dunsborough WA 6281

Matthew Gatty, Director  
Robin Somogyvari, Operations Manager

Phone: 0417 074 059, 0455 023 206  
Email: [matt@geoex.com.au](mailto:matt@geoex.com.au), [robin@geoex.com.au](mailto:robin@geoex.com.au)

Established in 2004, Geographe Excavation and Underground Power is a recognised provider in underground service installation, directional drilling and cable laying throughout Western Australia. Based in Dunsborough, Founding Director Matthew Gatty and his team have completed diverse projects across the state in mining, infrastructure and development portfolios. From contracts with small business through to long term collaborations with Western Power, Horizon Power and Water Corporation, Geographe Excavation and Underground Power provides solutions for all sized projects to specification, budget and deadline.

Prequalifications, certifications, specialised capabilities: Geographe Excavation & Underground Power specialises in underground power installation; directional drilling; HV and LV jointing; street light installation; conduit and pit installation for Telstra/NBN; installation of transformer and RMU equipment; vacuum excavation; service location. Certified to ISO 4801,9001,14001.



## GEOGRAPHE UNDERGROUND SERVICES

[www.geographeunderground.com.au](http://www.geographeunderground.com.au)

10 Kershaw Street Busselton, WA 6280

Aaron Myles, Managing Director

Phone: 08 9752 3166  
Email: [admin@geographeunderground.com.au](mailto:admin@geographeunderground.com.au)

GUS is a Western Power Contractor that has been performing underground cabling projects in the southwest for the past 15 years. Other Customers include WBHO (NBN), West Coast Energy, Water Corporation, Downer and Leeuwin Civil. GUS are able to perform works in all ground conditions encountered in the southwest, including sand, clay, gravel, cap-stone limestone and granite. Our workforce is trained, competent, committed and understands the company objectives and operations.

Prequalifications, certifications, specialised capabilities: Specialists in the installation of underground services; directional drilling; cable jointing and testing.



## GEORGIU GROUP

[www.georgiou.com.au](http://www.georgiou.com.au)

PO Box 1815, Osborne Park DC WA 6916  
68 Hasler Road, Osborne Park WA 6017

Gary Georgiou, Chief Executive Officer  
Lambros Siamos, Executive General Manager  
Tony Ricciardello, General Manager  
Simon Welfare, General Manager

Phone: 08 9200 2500  
Email: [wa@georgiou.com.au](mailto:wa@georgiou.com.au)

Georgiou Group is a national building construction and civil engineering company delivering major projects across Australia. With more than 40 years' business experience and 860 people nationally, Georgiou Group delivers urban development and regeneration, building construction, water infrastructure, transport (road and rail) and precast services across Western Australia, Queensland and New South Wales.

Prequalifications, certifications, specialised capabilities: System certifications: OHS System Certification AS 4801, Environmental Certification ISO 14001, Quality System Certification ISO 9001. Accreditations: Australian Government Building and Construction OHS accreditation scheme, Authorised Engineering Organisation. Prequalifications: Main Roads WA (Mutual Recognition - ACT, NSW, VIC and QLD), Stockland Cm3, Water Corporation, BMW, Perth Airport, Lendlease, DevelopmentWA, Pacific National and PEET Limited.

CCF WA Earth Awards: WA Winner 2021, 2018, 2017, 2016(2), 2015, 2014, 2010(2), 2009; National Winner 2016  
CCF WA Industry & Training Awards: Training Employer of the Year 2021, 2020, 2019, 2017, 2016, 2015, 2012; Aboriginal Engagement Award 2011



## GLOBAL CIVIL & MINING

[www.globalcivilandmining.com](http://www.globalcivilandmining.com)

4 Dampier Road, Welshpool WA 6106

Joe Dwyer, General Manager  
Damian Nice, Operations Manager

Phone: 08 9258 3900  
Email: [info@globalsm.com.au](mailto:info@globalsm.com.au)

Global Civil & Mining (GCM) is Australia's leading surface miner contractor and has continually been at the forefront of surface miner technology development in the mining and civil construction industries for nearly two decades. GCM's extensive fleet of surface miners located around Australia and experienced personnel will add significant value to any mining or earthworks project. A GCM surface miner undertakes drill & blast, crushing and loading operations all in the one machine. Other unique benefits of a GCM surface miner solution include safe operation near sensitive structures including heritage sites, consistent production of a milled material suitable for road building, engineering fill or mine plant feed, accurate excavation to design levels eliminating final trimming earthworks, replacing primary crushing and in some circumstances secondary crushing in mine plant design, and high production. A GCM surface miner solution can provide an immediate start-up and lower cost operation, with significant safety and environmental benefits to mining and civil operations both in Australia and around the world.

Prequalifications, certifications, specialised capabilities: Global Civil & Mining is certified to ISO 9001 Quality Management System, ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System. Capabilities include bulk and selective mining; direct mine plant feed; road and rail development; winning material from borrow pits; mine civil infrastructure including haul roads and stormwater drainage; subdivisional work; bulk earthworks; services installation; trenching; and tunnelling.



## GM MICROTUNNELLING

[www.gmmicrotunnelling.com.au](http://www.gmmicrotunnelling.com.au)

PO Box 4261, Baldivis WA 6171  
42 Burlington Street, Naval Base WA 6165

Gary Miller, Managing Director  
Jayde Gouveia, Office Administrator

Phone: 0400 567 814  
Email: [gary@gmmicrotunnelling.com.au](mailto:gary@gmmicrotunnelling.com.au)

GM Microtunnelling owned and ran by Gary and son Daniel is an operated trenchless technology company specialising in Slurry Microtunnelling sewerage, water and drainage works state-wide. GM Microtunnelling has invested in the latest technology in boring by purchasing the Iseki range of Slurry Microtunnelling equipment. With six complete systems in its fleet and 11 Micotunnelling Heads it can currently Microtunnel from 150mm to 800mm pipe to line and grade using PVC, RCP, GRP and steel pipes through sand, water, clay and rock. Personnel are fully trained in all aspects of trenchless technology.

Prequalifications, certifications, specialised capabilities: GM Microtunnelling have their management systems certified to ISO 45001:2018, 9001:2015 and 14001:2015 for quality, safety and environment. All employees are industry-specific trained and qualified. GM Microtunnelling has 45 years of knowledge and experience in the trenchless technology industry. Purchasing in 2020 Latest Super Rock Head TCS500.



## GMF CIVIL DIVISION

[www.gmfcontractors.com.au](http://www.gmfcontractors.com.au)

PO Box 3142, Malaga WA 6944  
306 Victoria Rd, Malaga WA 6090

Anthony Tsalikis, Civil Manager  
Albert Biagioni, Managing Director

Phone: 08 9249 7333  
Email: [info@gmfcontractors.com.au](mailto:info@gmfcontractors.com.au)

GMF Contractors are a family owned and operated business with over 50 years' industry experience, specialising in civil construction, commercial developments, government infrastructure works and residential developments. Since inception in 1969, GMF have remained an industry leader in bulk earthworks projects throughout WA. Our Civil team have a wealth of industry experience, allowing us to provide our clients with quality services, efficient project management and productivity across the board. This experience along with our large range of capabilities allows GMF to offer cost effective solutions adaptable to projects of any size and scope within Perth's metro area and beyond. We pride ourselves on our ability to provide our clients with complete project services from start to finish. We provide a range of services, including but not limited to: Bulk earthworks; Road construction; Underground services; Subdivisions; Kerbing; and Mining services. Our large variety of regularly serviced plant and machinery is available at any stage of a project along with the supply of sand and building supplies. We operate the recycling and recovery of on-site waste materials, along with the remediation of contaminated sites including acid-sulphate soils. GMF offers our clients these systems to efficiently and sustainably run their projects, whilst supporting GMF's commitment to sustainable operations.

Prequalifications, certifications, specialised capabilities: DevelopmentWA – Category 3 Contractor, WALGA Preferred Supplier Road Building Contractor and Materials.



## GRIFFIN CIVIL

[www.griffincivil.com.au](http://www.griffincivil.com.au)

PO Box 781, Cannington WA 6987  
49 Renou Street, Cannington WA 6107

Nick Rumenos, Managing Director  
Brittney Spencer, QHSE/Accounts Administrator

Phone: 08 9351 8773  
Email: [admin@griffincivil.com.au](mailto:admin@griffincivil.com.au)

Based in Perth, Western Australia, Griffin Civil offers a wealth of civil construction expertise for land development and infrastructure projects in Perth and throughout WA. We have delivered successful civil construction projects since 1996 for major construction, mining and development contractors as well as WA local authorities. Griffin also owns and operates two extra branches in Carnarvon and Manjimup that service the north and south of WA respectively.

Prequalifications, certifications, specialised capabilities: Griffin Civil maintains a certified status against CCF's Civil Construction Management Code and is an accredited vendor with FMG, Decmil, Rio Tinto (CAT3), DevelopmentWA (Tier 2) and is a WALGA approved supplier. We specialise in bulk earthworks, mining works, drainage, roadworks, underground services, subdivisions and plant hire.



## GROUNDFORCE CIVIL

[www.groundforcecivil.com.au](http://www.groundforcecivil.com.au)

PO Box 260, Guildford WA 6935

Aedan Donnelly, Director

Phone: 0474 840 418 / 08 6270 8290  
Email: [info@groundforcecivil.com.au](mailto:info@groundforcecivil.com.au)

Groundforce Civil offer a range of civil engineering services to the Commercial, Industrial, Residential markets as well as having a client base in the Utilities, Resources and Infrastructure sectors. With a fleet of modern machinery, our experienced team can ensure a safe and efficient delivery of projects and tailored solutions to your business needs. Groundforce Civil specialise in detailed earthworks, bulk excavation, haulage, stormwater drainage systems, carpark construction, utility installation, clearing, site preparation, rehabilitation, rock breaking, subsoil drainage, site finishing works including batters, stone pitching, mulching and site clean-ups. With 20 years experience in Civil Construction, Drainage and Earthworks, our Management Team has vast knowledge of the industry. We focus on achieving the best results for our clients by providing a well organised, highly accredited workforce.

Prequalifications, certifications, specialised capabilities: Our system processes that include Safety, Quality, Environmental and Management Policies are monitored and consistently reviewed to ensure site safety and quality control for improved client outcomes. Worksafe High Risk Work Licence, Western Power Authorised Contractor, Substation Entry, First Aid & CPR Trained Workforce.



## HALO CIVIL ENGINEERING

[www.halocivil.com](http://www.halocivil.com)

Peter Breen, Director  
Fiona Smith, Operations Manager

Phone: 0405 338 118  
Email: [operations@halocivil.com](mailto:operations@halocivil.com)

Established in 2021, Halo Civil Engineering was formed in response to the growing demand for high quality tier 3 civil contractors in Western Australia. With over 30 years' industry and tier 1 experience in Western Australia, Halo's management have created a young and dynamic company priding itself on going above and beyond for its clients. Specialising in complex civil projects, the business's core competencies are Earthworks; Drainage; Pavement, Structures, and Utility installation on metro and remote projects. Halo's flexible services include Plant and Labour hire, Project Management and Contracting, engaging the best people and the most reliable plant available. Halo Civil Engineering was awarded its inaugural project in February 2021 with Downer EDI assisting with the delivery of the Denny Ave Level Crossing removal project. With a focus on safety, quality, sustainability and innovation, Halo Civil Engineering aims to be the tier 3 civil contractor of choice within the West Australian market.

Prequalifications, certifications, specialised capabilities: Halo specialises in earthworks and site preparation, road construction, drainage underground services, engineering & technical review, construction analysis and project management.



## HALDON INDUSTRIES

[www.haldonindustries.com.au](http://www.haldonindustries.com.au)

Suite 511, 1A Queen Street, Freemantle, Western Australia, 6160, Australia

Michael Minter, State Manager, WA

Phone: 08 6245 9843  
Email: [officewa@haldonindustries.com.au](mailto:officewa@haldonindustries.com.au)

Protection of the environment is one of the modern world's greatest challenges. Here at Haldon Industries, our philosophy is centred on protecting, preserving, and enhancing our natural environments. Since our establishment, Haldon Industries has been applying our philosophy in the provision of bespoke solutions, solving a wide range of environmental issues. Haldon's approach to every problem we encounter is simple. We ask: What is the problem? What are the traditional solutions? How can we do this better? This approach is not only applied to our technology but to every aspect of how we operate as an organisation. Whether through big innovation or the accumulation of marginal gains, our culture of continuous improvement provides us with outcomes and solutions that constantly raise the bar.

Prequalifications, certifications, specialised capabilities: Haldon specialises in Water Treatment, PFAS Treatment Solutions, Remediation, Groundwater Dewatering and Liquid Waste. Prequalifications include AS/NZS ISO 9001:2015 Quality Management System; AS/NZS ISO 45001:2018 Occupational Health and Safety Management System; AS/NZS ISO 14001:2015 Environmental Management System.



HALDON INDUSTRIES

## HIGHWAY CONSTRUCTION

[www.highwayconstruction.com.au](http://www.highwayconstruction.com.au)

PO Box 206, Bassendean WA 6934  
300 Collier Road, Bassendean WA 6054

Deanna Mason, Administration Manager  
Dean Capelli, Director  
Paul Saunders, General Manager

Phone: 08 9270 0600  
Email: [admin@hicon.com.au](mailto:admin@hicon.com.au)

Highway Construction has been delivering complex Western Australian road and bridge construction projects since 1986 including design and construct contracts. The company's success is attributed to the quality of its people, robust project management systems, sustainable management practices and well-developed relationships with quality subcontractors and industry as a whole.

Prequalifications, certifications, specialised capabilities: AS/NZS ISO 9001:2015; AS/NZS ISO 14001:2015; AS/NZS 4801:2001; MRWA prequalification R4-B2.

CCF WA Earth Awards: WA Winner 2014



## INEARTH CIVIL CONTRACTING

PO Box 1296, East Victoria Park WA 6981  
57 Gwennyfred Road, Kensington WA 6151

Gary Warne, Director  
Peta Forth, Director

Phone: 08 9367 3031  
Email: [garywarne@optusnet.com.au](mailto:garywarne@optusnet.com.au)

Inearth Civil Contracting is involved with installing public utilities on new estates and subdivisions.



## ITALIA STONE GROUP

[www.italiastonegroup.com.au](http://www.italiastonegroup.com.au)

5 Miguel Road, Bibra Lake WA 6163

Tinus Nagel, General Manager  
Sam Catalano, Operations Director  
Michal Koleszko, Stone Sales  
Vince Fazio, Transport Co-ordinator

Phone: 08 9418 1437  
Email: [info@italiastonegroup.com.au](mailto:info@italiastonegroup.com.au)

Italia Stone Group is a medium-sized ISO- accredited company specialising in the supply of quarry materials and marine civil construction. Quarry products include limestone sub-base for roads, limestone and granite armour products for marine civil construction, gravel roadbase and sub-base and quarry- cut limestone blocks for landscaping and retaining. The company also value-adds through factory processing to supply natural diamond-cut limestone blocks and cladding including various Donnybrook sandstone products. Italia Stone Group has been operating since the mid-1970s with key personnel constructing retaining walls, rock revetments, breakwaters and marinas all along the WA coast. Italia has diversified its business in recent years to include land development and residential subdivisions, expanding its expertise in other disciplines including roads, carparks and underground services.

Prequalifications, certifications, specialised capabilities: ISO 9001:2015 Quality Management, AS/NZ 4801 Environmental Management and ISO 14001:2015 Health and Safety Management. Italia has successfully completed a vast number of award winning marine civil building projects in Perth, Fremantle, and throughout Western Australia, including groynes, sea walls, and marinas.

CCF WA Earth Awards: WA Winner 2013, 2011



## J.A.K. CIVIL

[www.hoveygroup.com.au](http://www.hoveygroup.com.au)

7 Ditchingham Place, Australind WA 6233

Aaron Hovey, General Manager  
Phil Kemp, Project Manager  
Ian Prosser, HSEQ/HR Manager

Phone: 08 9725 8787  
Email: phil.kemp@jakcivil.com.au

Part of the Hovey Group of companies, JAK Civil undertakes bulk excavation, clearing, all aspects of subdivision works, sewer reticulation, water reticulation, drainage works, underground services reticulation, pavement and road construction.

Prequalifications, certifications, specialised capabilities: Full compliance and certification to AS 4801, ISO 14001, ISO 9001; Main Roads prequalification R1/B1; Water Corp prequalification -Tier 1 and DevelopmentWA prequalification.



## JETLINE KERBING CONTRACTORS

[www.jetlinekerbingcontractors.com.au](http://www.jetlinekerbingcontractors.com.au)

12 Clifford Street, Bunbury WA 6230  
PO Box 1138, Bunbury WA 6231

Russell Lines, Director  
Ed King, Manager South West  
Tony Booth, Manager North

Phone: 0429 957 967  
Email: admin.jetline@bigpond.com

Our team is fully trained and experienced in concreting, kerbing and building retaining walls. At Jetline Kerbing Contractors, we pride ourselves on our excellence in concreting, kerbing and retaining walls in the South West & North West WA. We have extensive experience dealing with both commercial and domestic clients, and we offer a prompt service, with some of the best products. Our experienced and fully trained team will deliver quality, at an affordable price.

Prequalifications, certifications, specialised capabilities: At Jetline Kerbing Contractors, we deal with a range of services for our domestic and commercial clients, including: Concrete Driveways, Concrete Patios and Outdoor Areas, Retaining Walls, Footpaths, Pool Areas, and Industrial Kerbing.



## JWI CONTRACTORS

[www.jwic.com.au](http://www.jwic.com.au)

Tim Malseed, Managing Director  
Pete Hancock, Director - Operations

Phone: 0417 731 239 / 0407 015 953  
Email: admin@jwic.com.au

JWI Contractors are based in Perth and operate throughout WA bringing an extensive knowledge and depth of experience with over 25 combined years in the Western Australian civil construction industry. JWI's founding directors have a proud history of successful project delivery in earthworks, roadworks, concrete and remediation projects throughout WA dating back to 2006. JWI's collaborative approach to project delivery and proud tradition of exceptional project execution form the basis of our enviable record of repeat business and satisfied customers.

Prequalifications, certifications, specialised capabilities: JWI maintains ISO 9001, 14001 and 45001 certified management systems and is a Tier 1 prequalified contractor with the Water Corporation.

CCF WA Earth Awards: WA Winner 2021



## KERBING WEST

[www.kerbingwest.com.au](http://www.kerbingwest.com.au)

10 Denninup Way, Malaga WA 6090

Nathan McLarnon, General Manager

Phone: 08 9249 4199  
Email: james.rowdon@kerman.com.au

Kerbing West is Western Australia's leading supplier of extruded concrete kerbs and slipform concrete barriers. For over 30 years, the group has completed projects in the civil construction, major infrastructure, mining and construction industries. It offers a free consultancy service for engineers and designers throughout the project. Concrete footpath construction is also a part of its civil operations. As a group it can supply throughout Western Australia.

Prequalifications, certifications, specialised capabilities: Kerbing West is ISO 9001 certified. Specialising in slipform concrete barriers, agricultural troughs and bridge parapets. Over 280 moulds for extruded kerbing in stock, with a workshop that can manufacture all slipform and kerbing requirements.



## KERMAN CONTRACTING

[www.kerman.com.au](http://www.kerman.com.au)

Level 1, 30 Kearns Cres, Applecross WA 6153

James Rowdon, Business Development Director  
Chris Kerman, Managing Director  
Mark Nagle, Project & Commercial Director  
Stephen Jennings, Estimating Manager

Phone: 08 9364 8466 / 0478 590 705  
Email: james.rowdon@kerman.com.au

Privately owned family business, established in 1981. Kerman Contracting Pty Ltd (Kerman) is a well-respected multi-disciplined construction business that undertake a wide variety of design and construct and EPC construction projects in remote locations throughout Australia. Kerman is able to perform all disciplines associated with major resources and industrial projects from design through to civil and infrastructure construction, SMPE works, general building construction and on-site commissioning.

Prequalifications, certifications, specialised capabilities: AS ISO 45001:2018, ISO 14001:2015 ISO 9001:2015. Specialising in: Design and construction / EPC of bulk storage and materials handling facilities, mine site infrastructure including accommodation camps and industrial facilities as well as structural, mechanical and piping erection of processing plants.



## KIER CONTRACTING

[www.kier.com.au](http://www.kier.com.au)

PO Box 546, Kalamunda WA 6926  
70 Masonmill Rd, Carmel WA 6076

Morgan O'Connor, Director  
Colm O'Connor, Director

Phone: 08 6102 1030  
Email: info@kier.com.au

KIER Contracting is a specialist in the installation of telecom, water, wastewater, gas and electrical infrastructure by means of directional drilling and trenching. KIER has an outstanding track record for safely completing a variety of utility construction projects to the highest levels of quality and ahead of schedule. Our services include directional drilling (up to 300m bores of 780mm in diameter), trenching, deep excavation, utility location, pit and manhole installations, pump stations, reinstatement and equipment hire. Whether it's congested urban streets or remote outback locations, customer connections to distribution mains, KIER has the equipment and experience needed to successfully install and maintain all underground infrastructure.

Prequalifications, certifications, specialised capabilities: KIER is an experienced specialist in rock drilling and trenching with a range of the very latest equipment in order to get the job completed. Our licences and accreditations include: Worksafe WA Approved Asbestos Removist; Certified DBYD, Telstra and Optus locator; Cert III Trenchless Technology; CCF-IMS Integrated Management System



## KTB CONTRACTORS (1982)

51 Milner Road, High Wycombe WA 6057

Kevin Hort, Managing Director

Phone: 0418 921 002  
Email: kevin@ktbcontractors.com.au

KTB Contractors (1982) Pty Ltd has over 30 years of experience in clearing, excavation, earthmoving, road building, car park construction, drainage installation and all other aspects of civil and subdivisional works. Good management and skilful operators with well-maintained machinery ensure projects are finished on time and on budget.



## LEEWIN CIVIL

[www.leeuwincivil.com.au](http://www.leeuwincivil.com.au)

995 Gale Rd, Kaloorup WA 6280  
PO Box 5179, West Busselton, WA 6280

Mark Wypynaszko, Managing Director  
David Evans, Senior Projects Manager

Phone: 08 9754 7944  
Email: [admin@leeuwincivil.com.au](mailto:admin@leeuwincivil.com.au)

Leeuin Civil is a civil engineering contractor and internationally Accredited for Safety, Environmental and Quality Standards focused on the supply and delivery of all aspects of civil construction throughout Western Australia. Leeuin Civil delivers consistently high-quality projects to federal, state and local government and their agencies, selected blue-chip mining companies, private developers and land holders. With the advantage of being able to supply construction materials in-house, a more reliable service is guaranteed for clients. Leeuin Civil will work closely with selected consulting engineers on specific design and construct civil engineering projects for clients as the project may require.

Prequalifications, certifications, specialised capabilities: Leeuin Civil is accredited to undertake: removal of asbestos; demolition; Water Corporation and Land Corporation prequalification, Preferred Contractor for City of Busselton and Busselton Water Board. Certified to ISO 9001:2015 and 14001:2015, AS/NZS 4801:2001 and OHSAS 18001:2007.



## LENANE HOLDINGS

[www.earthmovinggeraldton.com.au](http://www.earthmovinggeraldton.com.au)

PO Box 2538, Geraldton WA 6531  
Lot 106 Foskew Way, Geraldton WA 6530

Allan Lenane, Managing Director  
Shaun Lenane, Operations Manager

Phone: 08 9923 3900  
Email: [admin@lenaneholdings.com.au](mailto:admin@lenaneholdings.com.au)

The company, based in the Midwest, has built a reputation for providing reliable and efficient service at competitive rates in the exploration, civil construction, mining and agricultural industries throughout WA. Specialising in the oil and gas industry, the company provides expertise from the exploration phase through to production and rehabilitation. Services include constructing rig sites, rehabilitation works, development of subdivisions, site preparation for all purposes - car parks, laydown areas, access roads, industrial developments and transport yards. Lenane Holdings has the capacity to complete civil works projects from beginning to end including bulk earthworks, materials supply and transport.

Prequalifications, certifications, specialised capabilities: WA Heavy Vehicle accreditation; ISO 9001:2015 and AS/NZS 4801 accreditation.



## MACA CIVIL

[www.maca.net.au](http://www.maca.net.au)

PO Box 625, Welshpool DC WA 6986  
45 Division Street, Welshpool, WA 6106

Mark Davidovic, General Manager – Civil & Infrastructure  
Steven Hardman, Civil Operations Manager  
Simon Stafford, Pre-Contracts Manager  
Rebecca Hine, Submissions Manager

Phone: 08 6242 2600  
Email: [tenders.civil@maca.net.au](mailto:tenders.civil@maca.net.au)

MACA Civil provides modern, well maintained equipment and customised operating techniques, to meet project needs and deliver the required outcomes for all civil and infrastructure projects. Combined with our industry experienced personnel we can deliver effective solutions for: Road construction and maintenance; Tailings dam construction; Evaporation pond construction; Complete mine infrastructure works; Airport runway construction; Major earthworks projects; Rail formation; Drainage installations; Structures.

Prequalifications, certifications, specialised capabilities: Main Roads prequalified; AS/NZS 4801:2001 (Safety); ISO 9001:2008 (Quality); ISO14001:2004 (Environment); Federal Safety Accreditation.



## MACS AUSTRALIA

[www.macsaustralia.com.au](http://www.macsaustralia.com.au)

38 Mandurah Road, Kwinana, WA 6167

Dean Short, Chief Executive Officer

Phone: 08 9439 8000  
Email: [sales@macsaustralia.com.au](mailto:sales@macsaustralia.com.au)

MACS Australia is a proudly West Australia owned and operated business, established in 1974 and offering multidisciplinary services across the mining, construction and industrial sectors. Our services include industrial maintenance, modular and traditional construction, plant hire, project management, demolition, concrete sawing and labour-hire. We are committed to offering our services in a manner promoting health and safety excellence, local community engagement and environmental responsibility. Accordingly, we utilise an experienced base of skilled employees, suppliers and subcontractors to provide a safe, sustainable and quality service to our clients.

Prequalifications, certifications, specialised capabilities: ISO 9001:2008 Quality and AS/NZS 4801:2001 Safety accreditation. Registered Builders Service Contractor and licenced Demolition Contractor. Members of the MBA, CSADA, HIA, CCIWA and CCF WA. Prequalified to BMW Level 4 and the PTA Civil Works Panel



## MALATESTA ROAD PAVING & HOT MIX

[www.malatestagroup.com.au](http://www.malatestagroup.com.au)

Lot 2 Southwest Highway, Bunbury WA 6230

Teresa Malatesta-Burton, General Manager  
Ben Burton, Assistant Manager  
Kim Beard, Operations Manager  
Chris Sutton, Works Manager

Phone: 08 9725 4144  
Email: [enquiries@malatesta.com.au](mailto:enquiries@malatesta.com.au)

Malatesta Road Paving and Hot Mix is a Bunbury based company focused on providing Bituminous Surfacing and Asphalt to the South West of WA. Malatesta continue to be the preferred supplier of many major clients in the region including the City of Bunbury and the City of Busselton. Malatesta has two dedicated asphalt teams and all machinery and items of need to complete all types of asphalt paving work. The company's second division is Bitumen Spray Sealing, providing spray sealing work all over WA. We take pride in our work and achieve cost effective long-lasting sealed roads for a number of local governments and major contractors. Also available is Bitumen Emulsion sealing and supply of Emulsion ex depot.

Prequalifications, certifications, specialised capabilities: Malatesta has a Certified Quality System complying with AS/NZS ISO 9001:2008 and a NATA registered laboratory to maintain quality control. Specialising in bituminous surfacing, asphalt production, spray sealing.



## MARITIME CONSTRUCTIONS

[www.maritimeconstructions.com.au](http://www.maritimeconstructions.com.au)

L2, 3 Norfolk Street, Fremantle WA 6160

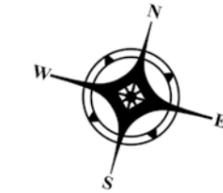
Imran Lambay, General Manager  
Sam Watkins, Senior Project Manager

Phone: 08 9335 4800  
Email: [info@mc-group.com.au](mailto:info@mc-group.com.au)

Maritime Constructions is a turnkey provider uniquely capable of self-performing the full spectrum of specialised marine, civil and mechanical disciplines to deliver complex marine infrastructure projects from design and engineering through to commissioning. Projects include jetties, wharves, bulk loading facilities, dredging, reclamation, navigation aids and underwater pipelines. The company has a strong track record in remote area works with limited logistical support. Since inception in 1996, Maritime Constructions has completed hundreds of marine projects, logged over a million man-hours at sea and established a reputation for quality, integrity and value.

Prequalifications, certifications, specialised capabilities: ISO 9001 Certified Quality Management Systems; ISO 14001 Certified Environmental Management Systems; AS/NZS 4801 Certified Occupational Health & Safety Management Systems.

CCF WA Earth Awards: WA Winner 2021



**MARITIME  
CONSTRUCTIONS**

## MCCABE CONSTRUCTION (WA) PTY LTD

[www.mccabeconstruction.com.au](http://www.mccabeconstruction.com.au)

PO Box 7063, Safety Bay, WA, 6169

Thomas McCabe, Managing Director

Phone: 0405 546 642, 08 9528 5073  
Email: [thomas@mccabeconstruction.com.au](mailto:thomas@mccabeconstruction.com.au)

McCabe Construction WA offers specialized services to the civil and commercial divisions of western Australia. Offering quality construction services in all aspects of construction. Design – Engineer – Construct. We offer full package contract as well as cost plus contracts. We ensure there are no delays and the job flows as smooth as possible to meet deadlines and milestones. Our fully dedicated team of professionals do work diligently to achieve the best possible outcome on our projects for our clients with Safety at the forefront. If your company needs a professional construction company that can assist in achieving your construction goals and reaching your milestones please give McCabe Construction a call today.

Prequalifications, certifications, specialised capabilities: Diploma of Building – Cert 4; Carpentry - Formwork - Steel fixing – concrete - Structural steel supply and install - rigging, dogging and precast concrete supply and install.



## MELCHOR CONTRACTING

[www.melchor.com.au](http://www.melchor.com.au)

Unit 1/3 McDonald Street, Osborne Park WA 6017

Peter Moore, CEO  
Martin Headd, General Manager & Director of Pre-Contracts  
Dylan Ogilvie, General Manager & Director of Operations  
Craig Irvine, Engineering Manager

Phone: 08 6110 1988  
Email: [contracting@melchor.com.au](mailto:contracting@melchor.com.au)

Melchor Contracting offers an innovative and integrated approach to delivering large infrastructure and industrial projects in Perth Metro and remote locations. Melchor delivers a diverse range of capabilities which can be implemented independently or combined, for optimised efficiency. By offering comprehensive front-end engineering and scheduling, Melchor can identify design improvements, and provide accurate planning and resource management. Seamless project management and extensive experience enable an all-encompassing civils capability, including detailed earthworks, reinforcement fixing, formwork, concrete placement and maintenance, complemented with an in-house E&I team. By maintaining a detailed matrix of specialised expertise across all personnel and trades, we are committed to mobilising teams to align with specific project scopes of work ensuring optimisation of project implementation.

Prequalifications, certifications, specialised capabilities: Registered Builder – BC103029; Main Road – R1 B1; Electrical License – EC012842

CCF WA Industry & Training Awards: Safety Program of the Year 2020



## MINIQUIP

[www.miniquip.com.au](http://www.miniquip.com.au)

PO Box 1015 Bibra Lake WA 6965  
11 Winchester Road, Bibra Lake WA 6163

John Fenton, Director  
Tim Kay, Business Manager  
Pere Broughton, Operations Manager

Phone: 1300 222 558  
Email: [sales@miniquip.com.au](mailto:sales@miniquip.com.au)

Miniquip has over 32 years' experience providing the most reliable compact earthmoving machinery for wet or dry hire from its Perth hire depot. Miniquip focuses on tight access solutions and strives to cater for clients' changing needs by adding new and innovative equipment to its consistently expanding hire fleet catering for construction, mining, landscaping, demolition, civil and general site works. Miniquip has a fleet of compact equipment including mini excavators from 1.6 to 14.0 ton, skid steer loaders, track loaders, tip trucks from 2.0 to 11.0m<sup>3</sup>, vacuum excavation trailers, water trailers, compactors, rollers and a vast range of attachments to suit.

Prequalifications, certifications, specialised capabilities: Specialist in machinery hire with or without an operator. All machinery is available for hire with or without an operator 24/7.



## MK1 GAS

U1/33 Irvine Drive Malaga, WA 6090

Mark Dawson, Managing Director

Phone: 0419 979 899  
Email: [mark@silveredgeholdings.com.au](mailto:mark@silveredgeholdings.com.au)

Mk1 Gas are specialists in the installation of gas infrastructure for the land development sector. We also have Takeuchi TB216 & TB219 excavators for hire.



## MMM (WA)

[www.mmmwa.com.au](http://www.mmmwa.com.au)

150 Maddington Road, Maddington WA 6109  
PO Box 330 Maddington WA 6989

Deborah (Debbie) Scott, General Manager  
Mike Healey, Project Manager  
Aldo Lamas, OHS Manager  
Scott Healey, Operations Manager

Phone: 08 9459 8529  
Email: [info@mmmwa.com.au](mailto:info@mmmwa.com.au)

MMM WA is a family owned company that has been carrying out Civil Construction works within the Greater Perth Region for Local & State Government since 2000. Our team of highly skilled & experienced personnel can deliver projects in reduced time with superior project management, ensuring that quality, cost and safety remain the highest priority. Community and stakeholder engagement is highly valued throughout all stages of project delivery therefore ensuring operations have minimal impact on the clients, community, environment and heritage is paramount. A solid reputation has been achieved due to the focus on creating sustainability initiatives, innovative methodology and the ability to deliver on technically complex projects, particularly around the Swan River Region.

Prequalifications, certifications, specialised capabilities: Sea and River Walls – Erosion Control & Riverbank Infrastructure, Road Works – Modifications & Construction, Stormwater Drainage & Ecosol Installation, Streetscapes & Landscaping, WALGA Preferred Supplier

CCF WA Earth Awards: WA Winner 2020, 2018, 2015



## MONFORD GROUP

[www.monfordgroup.com](http://www.monfordgroup.com)

7 Coulson Way, Canning Vale WA 6155

Declan White, Managing Director  
Ciaran Shannon, General Manager

Email: [info@monfordgroup.com](mailto:info@monfordgroup.com)

Monford is a leader in the construction industry, with an Australia-wide portfolio of projects in the Infrastructure, Resources and Energy sectors. Whether for construction only, Design and Construct, or EPC, Monford is a one-stop shop with a hard-won reputation for delivering projects on time, within budget, safely and sustainably... a proud reputation that is matched by our commitment to excellence in delivery and our customer-centric focus.

Prequalifications, certifications, specialised capabilities: Monford Group specialises in the Infrastructure, Resources and Energy sectors. With renewable energy projects on the rise, Monford has already established itself as a head contractor in this growing market. Main Roads Prequalified - R2/B2. OFSC Accredited.



## MULTITRACK

[www.multitrack.com.au](http://www.multitrack.com.au)

PO Box 136 Glen Forrest WA 6071

Tim Patterson, Director

Phone: 0408 918 689  
Email: [tim@multitrack.com.au](mailto:tim@multitrack.com.au)

MultiTRACK has a range of modern, low hour machinery available for wet or dry hire that we own, maintain and operate. All machines are operated by experienced, ticketed operators who are committed to safe work practices. Specialising in final trim levels, MultiTRACK can also undertake land clearing, cut and fill, drainage and demolition works.

Prequalifications, certifications, specialised capabilities: MultiTRACK specialises in equipment for car park construction and personnel.



## NGL POWER

[www.nglpower.com.au](http://www.nglpower.com.au)

Unit 3, 89 Winton Road, Joondalup WA 6027  
PO Box 1200 Joondalup DC, WA 6919

John Shepherd, Operations Manager  
Luke Shepherd, Electrical Manager/Licensed Operator  
Belinda Shepherd, Business Support Manager

Phone: 0459 783 798  
Email: [bizsupport@nglpower.com.au](mailto:bizsupport@nglpower.com.au)

National Grid Link is well regarded within the power industry particularly for cable preparation, new and replacement installations, cable jointing, testing, commissioning, maintenance and troubleshooting tasks. NGL's management team has extensive experience in the Western Australian civil sector. NGL is also available for Consulting with many years of experience within the industry specifically in HV.

Prequalifications, certifications, specialised capabilities: Cable installation for high, medium and low voltage; cable jointing and terminating for high, medium and low voltage; LV live; Paper Lead; XLPE cable and switchgear integrity testing. Contact us for a complete breakdown of how we can assist you with your project.



## NATIONAL PUMP & ENERGY

[www.nationalpump.com.au](http://www.nationalpump.com.au)

276 Treasure Road Welshpool, WA 6106

Jeremy Collins, Western Sales Manager  
David Burrows, Sales Specialist  
Chris Hall, Sales Specialist  
Russell Wain, Sales Specialist

Phone: 1800 PUMP RENTAL  
Email: [perth@nationalpump.com.au](mailto:perth@nationalpump.com.au)

National Pump & Energy (NPE) are Australia's leading provider of pump, power generation and compressed air equipment and dewatering services. Offering hire, sale and installation options, NPE can assist with your water management or power generation requirements. We pride ourselves on our experience and reliable solutions. Not only do we have one of Australia's largest fleets of specialised equipment for construction dewatering activities – NPE are responsive, flexible and provide specific technical expertise to successfully deliver required outcomes on every job.

Prequalifications, certifications, specialised capabilities: NPE are leaders in the provision of specialised water management, power generation and compressed air services for Australian projects. Visit our website [www.nationalpump.com.au](http://www.nationalpump.com.au) to check out our recent Western Australia and national projects.



## NEO CIVIL

[www.neocivil.com.au](http://www.neocivil.com.au)

2/61 Windsor Road, Wangara WA 6065

Mike McGurk, General Manager

Phone: 0407 475 033  
Email: [mike@neowa.com.au](mailto:mike@neowa.com.au)

Neo Civil is a leading civil engineering contractor specialising in marine infrastructure and bridgeworks.

Prequalifications, certifications, specialised capabilities: Neo Civil is prequalified with Main Roads to B1, BT, R1, F5 and maintains an Integrated Management System accredited to AS/NZS ISO 9001:2015 for Quality Management, AS 4801:2001 Occupational Health and Safety management systems, ISO 14001:2015 Environmental Management Systems.

CCF WA Earth Awards: WA Winner 2017, 2016

**NEO Civil**  
Civil Engineering Contractors

## NETWORK CONTRACTING

[www.networkcontracting.com.au](http://www.networkcontracting.com.au)

David Moulds, Director

Phone: 0484 781 972  
Email: [david.moulds@networkcontracting.com.au](mailto:david.moulds@networkcontracting.com.au)

Network Contracting is a small family-owned and operated Western Australian based business. We specialise in the construction and maintenance of high voltage and low voltage overhead and underground networks. We believe Safety, Quality and Timing are the Keys to a successful project and have experience in large, often politically sensitive projects. We have a comprehensive ISO compatible Integrated Management System which we use as a tool to ensure our quality and safety maintains the highest standards. As a small contractor in the space often filled by much larger competitors we feel as if our Quality, Safety and Work Ethic are the strengths that make us a smart choice.

**NETWORK**  
**Contracting**  
Pty Ltd

## NORTH WESTERN DRAINAGE & CIVIL

19 Clementson Street, Broome WA 6725

Malcolm O'Malley, Director  
Kieran Hatcher, Director

Phone: 0401 923 203  
Email: [malcolm@nwdc.page](mailto:malcolm@nwdc.page)

Located in Broome, North Western Drainage & Civil specialise in pipe works and hot tapping of water mains for projects of any size, anywhere in Western Australia.



## NORWEST CONTRACTING

[www.norwestgroup.net.au](http://www.norwestgroup.net.au)

Lot 4 Wilson Way, Wickham WA 6720  
Lot 1, 1017 Coolawanyah Rd  
PO Box 166, Wickham WA 6720

David Ness, General Manager

Phone: 08 9183 8333  
Email: [david.ness@norwestgroup.net.au](mailto:david.ness@norwestgroup.net.au)

Norwest Contracting has been operating in the Pilbara for over 25 years as Norwest Sand & Gravel. Norwest service offering includes bulk earthworks, road construction, rail construction & maintenance, drainage, underground service installation, bulk haulage, equipment transport, crushing & screening and materials supply. Norwest operate a fully supported modern fleet of earthmoving equipment, road train side tippers and crushing and screening equipment. Norwest can offer a range of materials within the Pilbara including screened sand, general fill, structural fill, MRWA spec natural gravel and landscape supplies.

Prequalifications, certifications, specialised capabilities: WALGA Preferred Supplier, MRWA Heavy Vehicle Accredited including AMMS, Controlled Waste Licensed. Norwest is also prequalified for Rio Tinto & DevelopmentWA.



## OAKS CIVIL CONSTRUCTION

[www.oakscivilconstruction.com.au](http://www.oakscivilconstruction.com.au)

PO Box 64, Claremont WA 6910  
Unit 5, 272 Stirling Highway, Claremont WA 6910

Jarrad Oakley-Nicholls, Director  
Charlotte Sutton, HR Manager

Phone: 08 9964 5019  
Email: [jarrad@oakscivilconstruction.com.au](mailto:jarrad@oakscivilconstruction.com.au)

Oaks Civil Construction is an Aboriginal-owned business passionate about providing sustainable employment opportunities for our community. We are a lead competitor in the Civil Construction industry who are invested in delivering a high-quality service to all stakeholders involved. Our founder Jarrad Oakley Nicholls established Oaks Civil Construction in September 2019. Jarrad has a vision to create change in an industry which has the potential to develop and build capacity amongst the Aboriginal community.

Prequalifications, certifications, specialised capabilities: We provide a reliable, responsive and safe provision of traffic management services for the whole of the Perth Metropolitan region while having the capability of servicing projects within a 300km radius of Perth CBD and can mobilise to remote areas as required.



## OLYMPIC CIVIL ENGINEERING

[www.olympiccivilengineering.com.au](http://www.olympiccivilengineering.com.au)

PO Box 64, Claremont WA 6910  
Unit 5, 272 Stirling Highway, Claremont WA 6910

Garrett Bacich-Hearn, Director  
Marion Rondoni, Office Manager

Phone: 08 9385 1155  
Email: [info@olympiccivilengineering.com.au](mailto:info@olympiccivilengineering.com.au)

Olympic Civil Engineering's skilled and professional team have more than 15 years of industry experience and provide pre-project consultations to establish feasibility, as well as full project management, planning and assistance with approvals. Services include site works, car park levelling and concreting, the construction of commercial building pads and concrete hardstands, piling, screw piling, post and board piling, pool digs, mining camps, foundation work and demolition.

Prequalifications, certifications, specialised capabilities: We specialise in a range of piling operations - screw piles, sheet piles and panel and post retention.



## PERDON GROUP

[www.perdon.com.au](http://www.perdon.com.au)

57 Howson Way, Bibra Lake WA 6163

Martin Sweeney, founding Director

Phone: 08 6154 3850  
Email: [info@perdon.com.au](mailto:info@perdon.com.au)

Perdon, reinforced concrete structures specialists, deliver value driven and dependable outcomes for our clients across Australia. Perdon's culture of teamwork and efficiency is driven through our hands on management approach that enables our dedicated and proven teams to deliver safe, quality project results.

Prequalifications, certifications, specialised capabilities: Perdon Group operates an Environmental Management System which complies with the requirements of ISO 14001: 2015, a Quality Management System which complies with the requirements of ISO 9001: 2015, and a Safety Management System which complies with the requirements of AS/NZS 4801: 2001.



## PERTH EARTH

[www.perthearth.com.au](http://www.perthearth.com.au)

Marc Graham, Owner / Operator

Phone: 0410 171 935  
Email: [marc@perthearth.com.au](mailto:marc@perthearth.com.au)

Perth Earth's goal is not to be the biggest, but to be the best in what we do. With a huge emphasis firstly on safety, closely followed by achieving quality over quantity in all we do. We are focused on developing strong customer relationships and completing every project safely, productively and to a standard in which every team member is happy to walk away from proud of the finished result. With a reputation based on our core values which are honesty, reliability and attention to detail, our team is built up of operators and management with decades of collaborative experience within the civil and earthmoving industry in which each person carries the same goal to build a culture based on quality workmanship. Give us a call today to discuss your next project requirements or any information surrounding what we can offer - GPS Excavators; GPS Positracks; Loaders; and Tippers.

Prequalifications, certifications, specialised capabilities: Civil works; bulk earthworks and excavations; site clearing and preparation; quarry direct sands and gravel.



## PIPELINE TECHNICS

[www.pipelinetechnics.com.au](http://www.pipelinetechnics.com.au)

2 Iluka Avenue Mullaloo WA 6027

Gay Collins, Director

Phone: 0417 938 956  
Email: [gay@pipelinetechnics.com.au](mailto:gay@pipelinetechnics.com.au)

Pipeline Technics are the safety and quality focused (ISO Accredited) specialist pipeline installation contractor to deliver your next project. Our fully trained workforce can install commission and test all varieties and sizes of pipelines to meet your precise requirements throughout WA and interstate. Other services provided by PT include wet and dry plant hire; bulk earthworks; subdivisions; service diversions and the provision of skilled civil engineering crews to meet all your construction needs – Check out our website. Recent projects include: major mine site infrastructure; local government infrastructure; service diversions (water and power) including remediation; pump stations; geofabric, precast and riprap installation.

Prequalifications, certifications, specialised capabilities: Pipeline Technics offer a range of specialised services including Water Corporation tier 2 contractor. Wet and dry hire including – Excavator hire to 70t (many equipped with GPS) – Rubber Tyred Excavators; Ducks (the largest fleet in WA) – Dump trucks; 9t to 40t – Loaders; bobcats to 18t. Other services offered include Project Management – Crushing and screening – All plumbing services – Infrastructure remediation – pipe cracking – Road construction and maintenance.



## POWER ON CABLING

[www.poweroncabling.com.au](http://www.poweroncabling.com.au)

PO Box 83 Wattleup WA 6166

Chris Errey, Director

Phone: 08 9210 0633  
Email: [admin@poweroncabling.com](mailto:admin@poweroncabling.com)

Power on Cabling specialise in trenching, cable laying, jointing, testing, street lighting, transformer and switchgear and re-instatement. We specialise in the installation of Western Power underground cables by way of open trench, conduit hauling, or directional drilling cable pull back method. We have a wide range of plant and machinery including winches. A wide range of Western Power qualified jointers are at our disposal ranging from XLPE jointing to XLPE- PILC cables.

Prequalifications, certifications, specialised capabilities: Directional drilling, vertical drilling, cabling laying/jointing, excavation, locating services, plant hire, reinstatement, Western Power fault work, transformer replacements.



## PRIME CORPORATION

490 Great Eastern Highway Ascot, WA 6104

Mark Sutton, Managing Director  
Andrew Sarich, Director  
Kerry McPherson, Administration Manager

Phone: 08 9479 5050  
Email: [admin@primecorp.net.au](mailto:admin@primecorp.net.au)

Prime Corporation offers extensive project delivery experience and a background in roads construction in both the technical and operational fields. We provide our clients with a range of construction and management services based around our inhouse core competencies such as: Earthworks; Drainage; Pavement; Utilities installation; Ancillary works; Excavations; Transport/Logistics; Project Management; Supervision; Road Maintenance; Plant and Labour Hire. We base our value on our diversity, dedicated management team and operators, and providing our clients with the best service. Utilising our effective management systems, we strive to continually improve by reviewing our progress and ensure best practice and “value for money” solutions are continually achieved.

Prequalifications, certifications, specialised capabilities: Prime Corporation has recently achieved certification in Quality ISO 9001:2015, Occupational Health and Safety AS/NSZ 4801:2001 and Environmental ISO 14001:2015.



## RAUBEX CONSTRUCTION

[www.raubex.com.au](http://www.raubex.com.au)

Hans (JD) Roux, Managing Director  
Fred Ballast, Operational Director  
Sarel van der Walt, Operations Manager  
Jey Sivabalan, Estimating Manager

Phone: 0474 979 241 / 0437 100 766  
Email: [info@raubex.com.au](mailto:info@raubex.com.au)

Raubex Construction Australia was incorporated in 2019 to represent Raubex Group in the roads and earthworks and general civil engineering construction market in Australia. Raubex is one of South Africa's leading infrastructure development and construction materials supply groups, celebrating over 45 years in the construction industry since it was established in 1974. Raubex Construction Australia is majority owned by Raubex Group, with minor shareholdings held by local management in Australia. Raubex Construction Australia offers local agility while having the balance sheet strength and reputation of the Raubex Group supporting them in the Australian market.

Prequalifications, certifications, specialised capabilities: Specialising in civil infrastructure, construction execution & management. Main Roads prequalified. R3/B2/F150. FSC Accredited. ISO Accredited.



## RCA CIVIL GROUP

[www.rcacivilgroup.com.au](http://www.rcacivilgroup.com.au)

2/800 South Western Hwy, Byford WA 6122  
PO Box 388, Byford WA 6122

Steve Sutherland, Director  
Travis Sutherland, Director  
Jim Wright, Operations Manager

Phone: 08 9525 1048  
Email: [steve@rcacivils.com](mailto:steve@rcacivils.com)

From humble beginnings in 2001 to a thriving civil contractor in 2021, RCA Civil Group has built its reputation on exceptional service, innovation and industry experience. We understand that our ongoing business successes will come from the quality of the people we employ. RCA Civil Group is an equal opportunities employer and promotes work training, individual respect, and social interaction experiences for both indigenous and non-indigenous employees. RCA Civil Group have invested heavily in road rehabilitation capabilities, including Shoulder-Master side-pavers and AMG Live-Bottom Trailers to service the strong demand for road improvements throughout WA.

Prequalifications, certifications, specialised capabilities: RCA specialises in new road construction, road rehabilitation, Shoulder widening and stabilization, bulk and detailed earthworks, drainage and plant hire in the civil and mining sectors. RCA have the following accreditations: WALGA-Panel member of preferred suppliers to West Australian Local Government Association; CAL-Accreditation- Northern Territory; CCF Member, MRWA Heavy Vehicle Accreditation.



## RC CONSTRUCTION

[www.rcconstruction.com.au](http://www.rcconstruction.com.au)

Unit 3, 4 Beach Street, Kwinana Beach WA 6167

Stephen Rooney, Managing Director  
Connor McAllister, Pre-Contracts Manager

Phone: 0479 046 920  
Email: [admin@rcconstruction.com.au](mailto:admin@rcconstruction.com.au)

RC “Reinforced Concrete” Construction are a Western Australian based multi-disciplined construction company with over 25 years of industry experience working on various projects within the commercial, civil, mining and LNG sectors in Australia. Having previously held key positions on several high-profile projects of varying complexity with compressed schedules and stringent budgets, we understand the ongoing challenges our clients face. We at RC Construction are committed to providing a flexible, pro-active approach, cost effective solution to each client whilst keeping safety and quality a priority. Our motivated team led by experienced construction managers and senior project engineers prides itself on being both reliable and efficient in its operations.

Our sister company GRC Indigenous Construction is a majority Aboriginal - owned contracting business who also deliver concrete construction to the Resource, Infrastructure and Energy Sectors. GRC Indigenous Construction is inspired by the need for new and creative ways for designing and implementing improved “closing the gap” initiatives. By creating new business engagement opportunities for Aboriginal businesses, GRC aspires to make a difference in the way Aboriginal businesses are viewed, understood, and engaged. Our professional approach is always focused on delivering the best value for money to our clients. Our values of trust, respect and reciprocity means you can rely on us for quality and value innovation across all aspects of how and what we do, to get business done effectively and efficiently.

Prequalifications, certifications, specialised capabilities: Experienced in the construction of structural foundations, RC framework, primary and secondary crushers, LNG tanks, retaining walls, RC walls columns and beams, commercial slabs, culverts, bridges and pre-cast structures. Certified Systems to ISO9001 (Quality), ISO 14001 (Environment) and OHSAS 18001, AS/NZS 4801, ISO 45001 (Safety).



## RED DUST HOLDINGS

[www.reddustholdings.com.au](http://www.reddustholdings.com.au)

62 Edward Road Utakarra WA 6530  
PO Box 2136 Geraldton WA 6531

Josh Johnson, General Manager  
Craig Frost, Construction Manager  
Josh Herbert, Operations Manager  
Tanya Johnson, Commercial Manager

Phone: 08 9965 4891  
Email: [admin@reddustholdings.com.au](mailto:admin@reddustholdings.com.au)

Red Dust Holdings (RDH) was born in the dirt and dust of the Pilbara and has developed from providing mechanical support and hire of plant to large projects, to delivering civil projects as a tier one contractor. Our Construction and Projects Managers have an extensive collaborative history of WA Civil Projects and we draw on this experience daily. Humble to our roots, we still offer wet and dry plant hire alongside of our civil works and have a team of highly trained operators and low hour, well maintained, equipment to support the business. To complement our diversified business, we have a team of Trainers and Assessors to ensure our crew is kept up to date with tickets and industry standards. Our TAAs are also available for external nationally accredited training and VOC's across WA.

Prequalifications, certifications, specialised capabilities: ISO 14001:2015 AS/ NZS 4801:2001 ISO 9001:2015. Main Roads accredited for heavy haulage within WA. Dozers, graders and excavators are equipped with Trimble GPS (can be removed if not a requirement). Civil Construction. Plant Hire. Heavy Haulage. Training.



## RJV

[www.rjv.com.au](http://www.rjv.com.au)

4 Kirke Street, Balcatta WA 6021

Tim Ryan, Chief Executive Officer  
Ellis Atherton, Civil Infrastructure Manager  
Kris Oliver, GM Mining Services

Phone: 08 9345 3999  
Email: [reception@rjv.com.au](mailto:reception@rjv.com.au)

RJV has developed an enviable reputation over 65 years as a leading civil construction contractor in the Perth metropolitan and regional areas. RJV's sustained growth can be attributed to a combination of customer focus and commitment to excellence in construction. Along with attention to detail, RJV emphasises safety, quality and a commitment to the environment. Its success is also largely due to its extensive fleet, which currently comprises over 250 items of heavy plant and equipment.

Prequalifications, certifications, specialised capabilities: Specialising in Land Development, Urban Rehabilitation and renewal works, road and rail construction projects, airstrips, civil works on mine sites, open pit mining, quarry works and marina construction. Certified to AS ISO 45001, AS ISO 9001 and AS ISO 14001, and has also attained Federal Safety Accreditation. Pre-qualified to Main Roads R3 F150, Water Corporation Tier 1, Development WA, Perth Airport, Satterley Property Group, Stockland, Peet, BHP, Rio Tinto and Atlas Iron.

CCF WA Earth Awards: WA Winner 2020, 2012



## ROADLINE CIVIL CONTRACTORS

[www.roadlinecivil.com](http://www.roadlinecivil.com)

13 McDaniel Road, Broome WA 6725

Mick Lang, Director  
Patrick Bennison, Financial Controller

Phone: 08 9192 2433  
Email: [admin@roadlinecivil.com](mailto:admin@roadlinecivil.com)

Roadline Civil Contractors has a settled and experienced professional management team that oversees the daily operations of all projects from commencement to completion, ensuring that clients' expectations are exceeded. Its success is attributable to its focus on a high level of quality workmanship and customer satisfaction. Although its operational working range is throughout Western Australia, it has established a substantial civil contracting presence in the Kimberley and Pilbara.

Prequalifications, certifications, specialised capabilities: Roadline Civil Contractors specialises in all civil earthworks, road construction, drainage, sewer, mains water and traffic management contracts throughout Western Australia; Management system certified to AS 4801, AS ISO 9001 and AS ISO 14001.



## ROB CARR

[www.rob carr.com.au](http://www.rob carr.com.au)

PO Box 396, Welshpool WA 6986  
5 Bellows St, Welshpool WA 6106

Andrew Youngs, General Manager – WA

Phone: 0418 498 890 / 1300 883 602  
Email: [andrew.youngs@rob carr.com.au](mailto:andrew.youngs@rob carr.com.au)

Rob Carr are a state and national award-winning contractor, recognised as a leading trenchless constructor within the utilities infrastructure sector. The company offers specialist capabilities in pipeline construction, microtunnelling and tunnelling, deep shaft and caisson construction, mechanical fitting installation, complex concrete structures and service connections. Since 2017, the company has been owned by Vinci SA, a global player in concessions and construction with over 183,000 employees in over 100 countries and an annual turnover of circa \$40 billion euro. Rob Carr Pty Ltd works both as a sub and head contractor and has self-performed projects up to \$32M in value.

Prequalifications, certifications, specialised capabilities: Slurry Pressure Balanced Tunnelling to 2500mm OD; Pilot Auger Soil Displacement Tunnelling to 450mm OD; Caisson Construction to 30m deep; Piling Construction to 35m deep; Pump Station Construction; Utilities for drainage, sewer, water, communications, power, fuel, gas and power.

CCF WA Earth Awards: WA Winner 2020, 2018, 2016  
CCF National Earth Awards: Winner 2018, 2016



## SANWELL PLUMBING & CIVIL

[www.sanwell.com.au](http://www.sanwell.com.au)

Head Office: 35-37 Division Street, Welshpool WA 6106  
Port Hedland: 23 Harwell Way, Wedgefield, Port Hedland WA 6722,

Brendan Long, General Manager | CEO  
Shane Fulton, Estimating Manager

Phone: 08 9451 8044  
Email: [estimating@sanwell.com.au](mailto:estimating@sanwell.com.au)

Established in 1984, Sanwell Pty Ltd has grown to become one of the most respected and successful privately-owned companies in the commercial construction industry engaged to deliver Commercial and Industrial Hydraulic Services and Civil Infrastructure Services. Sanwell's long list of talented and loyal employees provide high standards, integrity and quality workmanship, take great pride in their work and their professional project management are the reason Sanwell are a trusted name in the commercial construction industry. Sanwell is proud to offer this stability and loyalty to the Industry and its Clients.

Prequalifications, certifications, specialised capabilities: Our capabilities include Estimating, Project Management and Site Management, Design, Coordination and Construction, Sanitary Plumbing, Industrial Waste Drainage, Deep Sewerage and Civil Drainage, Storm Water Drainage, Siphonic Roof Drainage, Fire Prevention Services, Hot and Cold Water Supplies, Drainage Pump Stations and Rising Mains, Mechanical Piping Services, Medical Gases, Natural and LP Gas Services, Backflow Prevention.



## SEYMOUR WHYTE

[www.seymourwhyte.com.au](http://www.seymourwhyte.com.au)

Brenton Perry, Operations Manager

Phone: 08 6103 5166  
Email: [reception@seymourwhyte.com.au](mailto:reception@seymourwhyte.com.au)

Founded in 1987, Seymour Whyte has become a multi award-winning civil engineering contractor. Today, the combination of our success, with the vast expertise and resources of VINCI – one of the largest, world-class construction companies globally – generates a unique service offering for our clients and partners, as well as an unrivalled infrastructure-delivery capability. It's because of our smarter partnerships with our clients, joint venture partners, employees and the communities we operate in, that we are confidently taking on the most challenging, complex projects and finding the most innovative and creative solutions. As a nimble and agile contractor with a strong commitment to our local communities and employment, our employees and clients get the best of all worlds. With that, comes the promise of a business performing better with you.

Prequalifications, certifications, specialised capabilities: Pre-qualified at the highest levels to undertake road and bridge works nationally, we offer services in design, construction and project management; and apply our core capabilities across a range of sectors in transport, water, and social infrastructure as well as resources and renewable energy. Main Roads prequalification: R5 B4 F150+



## SRF EARTHMOVING

[www.srfearth.com.au](http://www.srfearth.com.au)

Steve Farano, Managing Director

Phone: 0401 589 894  
Email: [admin@srfearth.com.au](mailto:admin@srfearth.com.au)

SRF Earthmoving was established in 1996 to fill a growing need in the building industry for high-quality services. SRF founder, Steve Farano has steadily expanded the company, which now provides a comprehensive range of earthmoving, transport, logistics and waste management services. The company not only has a wide range of equipment but also the highly skilled and experienced operators needed to get the job done smoothly. All SRF personnel is reliable, fully insured and have at least five years of experience in the industry. The company has an excellent safety record and operates under the Main Roads Accreditation system.

Prequalifications, certifications, specialised capabilities: SRF Earthmoving's services include demolition, earthworks, fixed-price waste removal, transport, and recycling.



## SRG GLOBAL

[www.srgglobal.com.au](http://www.srgglobal.com.au)

Level 1, 338 Barker Rd Subiaco, Western Australia 6008

Will Grobler, Executive General Manager

Phone: 08 9267 5400  
Email: [info@srgglobal.com.au](mailto:info@srgglobal.com.au)

SRG Global is an engineering-led global specialist asset services, mining services and construction group built to solve complex problems across the entire asset lifecycle. SRG Global's civil team specialises in the construction of road, rail and pedestrian bridges, windfarm foundations, cryogenic tanks, water tanks and silos, as well as dam strengthening, load handling, heavy lifting and bridge maintenance and restoration. We deliver a lifetime of quality without sacrificing safety or cost-effectiveness. Decades of experience across all kinds of iconic infrastructures have allowed us to develop the innovative techniques and specialised tools needed to make any infrastructure project less complex.

CCF WA Earth Awards: WA Winner 2021



## STONECIVIL

[www.stonecivil.com.au](http://www.stonecivil.com.au)

Unit 1, 10 Fallon Road WA 6065

Joe Tropiano, Director  
Jaye Bakker, Commercial Manager  
Mark Lipari, Project Manager  
William Martin, Project Manager

Phone: 08 9302 1850  
Email: [Jaye.Bakker@stonecivil.com.au](mailto:Jaye.Bakker@stonecivil.com.au)

Stonecivil is Western Australia's premier civil contracting stonemason with over 30 years of experience as a family business spanning three generations. We specialise in constructing walls for major public infrastructure works and subdivisions including noise walls, special stone feature cladding, stone pitching, concrete works, public open spaces, canal and marina developments. We create a trouble-free efficient service, ensuring quality workmanship using professional personnel. We understand the importance and need to closely manage safety, quality and cost, in line with our clients' needs. We undertake works professionally, safely, on time, on budget and aim to continuously exceed expectations.

Prequalifications, certifications, specialised capabilities: Stonecivil is a service provider to Main Roads Western Australia, RJ Vincent, Croker Construction, Georgiou, BMD, Downer, DJ McCormick, DM Civil, TRACC Civil, and WBHO Civil. We also regularly undertake work for Cossill & Webley, Stockland, Satterley, JDSI and LandCorp, as well as for most Local Councils.



## STREAMLINE CONNECT

[www.streamlineconnect.com.au](http://www.streamlineconnect.com.au)

10 Belmont Avenue, Rivervale WA 6103

Nick Jenkins, Director  
Tony Farrell, Director  
Brad Christian, Director

Phone: 08 9303 9039  
Email: [info@streamlinconnect.com.au](mailto:info@streamlinconnect.com.au)

Streamline Connect delivers telecommunications infrastructure to the carriers, mining, rail, utilities, industrial, oil and gas sectors utilising a highly skilled workforce and state-of-the art machinery to consistently deliver projects to the highest standards. We focus on collaboration and consistency in all our business activities, with an acute focus on safe, quality outcomes.

Prequalifications, certifications, specialised capabilities: 5G, 4G and 4GLTE wireless construction, Microwave deployment, civil infrastructure installation, zero tension optic fibre cable ploughing, large-scale production trenching, rock breaking, rock sawing, directional drilling, heavy plant transportation, rail, signals, and communications.

CCF WA Earth Awards: WA Winner 2013



## TERRAVAC VACUUM EXCAVATION

[www.terravac.com.au](http://www.terravac.com.au)

26 Lakehill Gardens, Edgewater WA 6027

Jack Upton – Operations Supervisor – 0427 531 119  
Ben Upton – Locations Technician – 0433 374 802  
Robyn Upton – Director – 0403 171 177

Phone: 0448 354 215  
Email: [info@terravac.com.au](mailto:info@terravac.com.au)

TerraVac Vacuum Excavation provides Western Australia with effective and reliable utility location and non-destructive digging services. Our experienced crews and versatile truck mounted vacuum excavation fleet cater to a range of infrastructure, civil, government and mine industry works, providing the safest options for excavation. Our team can provide our services from design stage through to the construction stage of any project. From utility location and verification, through to full utility exposure for maintenance or upgrade, trenching for service install to footing hole excavation, TerraVac has the equipment and experience to achieve these tasks safely and reliably. Where buried utilities are involved - call TerraVac Vacuum Excavation.

Prequalifications, certifications, specialised capabilities: DBYD Certified Locating Organisation, Telstra Approved Plant Locator, ATCO Gas Australia Approved HP Supervisor, Water Corporation Contractor



## TONCA EARTHMOVING

[www.toncaearthmoving.com.au](http://www.toncaearthmoving.com.au)

263 Odin Drive, Stirling WA 6021

Joe Mammoliti, Director

Phone: 0418 956 213  
Email: [joe@toncaearthmoving.com.au](mailto:joe@toncaearthmoving.com.au)

TONCA EARTHMOVING provides all types of earthworks. We have a strong customer focus and pride ourselves in efficiency with a reputation for quality works. Let us help you make earthmoving easy and stress free. Deliver your earthmoving requirements, whether it be a large commercial site, a local government project or small residential job. The Tonca group consists of contractors with a fleet of vehicles including but not exclusive to: skidsteers, trucks, excavators, dings, track machines and loaders. All employees and sub-contractors are inducted with occupational health and safety standards, to carry out works safely and efficiently throughout the Perth metro area.

Prequalifications, certifications, specialised capabilities: Specialising in quality works with a strong customer focus. Specialising but not limited to Parks & Gardens, Natural Areas, Playgrounds, Sports Areas, Coastal Works. Tonca Earthmoving's RMS System meets the standard of AS/NZS: 4801.2001 (Safety), AS:14000 (Environment) complying with legislative requirements. Focusing on continuous and measurable improvement to meet codes of practice impacting on businesses operations.



## TRACC CIVIL

[www.traccivil.com.au](http://www.traccivil.com.au)

PO Box 191, Hamilton Hill WA 6963  
33 Cocos Drive, Bibra Lake WA 6163

Frank Janssen, General Manager  
Craig Risbey, Operations Manager  
David Kelliher, Estimating Manager

Phone: 08 9418 8607  
Email: [admin@traccivil.com.au](mailto:admin@traccivil.com.au)

Tracc Civil is a specialist civil works contractor focused on site productivity and solutions to ensure a high quality, highly marketable project. It has extensive experience in managing bulk earthworks, road construction, major canal developments, airport/runway construction, sports fields, major subdivision, strata projects and estate projects, service and utilities installation. Its unique selling proposition is the design, innovation, cost, leadership and quality it delivers to every project - big or small - and attention to every individual customer.

Prequalifications, certifications, specialised capabilities: AS/NZS ISO 9001, AS/NZS ISO 14001 and AS/NZS ISO 4801. MRWA, Water Corporation, ATCO Gas contractor, DevelopmentWA, WALGA, CM3, BMW, Western Power. Licensed Electrical and Plumbing Contractor.



## TUNDI CONSTRUCTION

[www.tundigroup.com.np](http://www.tundigroup.com.np)

Unit 10/168 Guildford Rd, Maylands WA 6051

Rishi Prasad Subedi, Chairman

Phone: 08 6270 2876  
Email: [admin.au@tundigroup.com.au](mailto:admin.au@tundigroup.com.au)

Tundi Construction was founded in 1984 by Mr. Rishi Prasad Subedi and employs more than 390 direct employees plus more than 1,800 indirect employees. Tundi Construction began operation in Nepal and Bhutan and has expanded its bidding in Australia, India and Bangladesh. Completed projects include water supply and water treatment plants, roads, bridges, airport, hydropower and irrigations projects.



## URBAN RESOURCES

[www.urbanresources.com.au](http://www.urbanresources.com.au)

33 Cocos Drive, Bibra Lake WA 6163

Stephen Elliott, Manager

Phone: 0418 950 222  
Email: [stephen@urbanresources.com.au](mailto:stephen@urbanresources.com.au)

Urban Resources specialises in the production of basic raw materials throughout the Perth and greater metropolitan area. Products include a range of landscaping and construction sands and processed limestone. It is the company's aim to maximise the extraction of much-needed raw materials close to Perth by identifying and redesigning urban and industrial land that contains surplus material. Urban Resources also operates two concrete recycling operations to produce Engineered Concrete Roadbase and Engineered Drainage Aggregate.

Prequalifications, certifications, specialised capabilities: Urban Resources has a range of crushing, screening and washing equipment that can be made available for hire on suitable projects, as well as capacity for bulk earthworks and Main Roads projects.



## VALMEC

[www.valmec.com.au](http://www.valmec.com.au)

17 Ballantyne Road, Kewdale WA 6105

Richard Tyrell, Estimating Manager  
Paddy Hayes, General Manager

Phone: 08 9266 8888  
Email: [sales@valmec.com.au](mailto:sales@valmec.com.au)

Valmec provides Civil & Concrete Works; Underground Services; Structural, Mechanical and Piping; Electrical and Instrumentation; Pre-Commissioning & Commissioning; and Maintenance Services. Valmec operate throughout Australia providing construction, commissioning, maintenance and asset integrity services to the resources, energy and water infrastructure sectors. Valmec works with proven and culturally aligned business partners, suppliers and subcontractors to deliver our clients the best value solution for their requirements, whilst meeting and exceeding expectations for safety, quality and community requirements.

Prequalifications, certifications, specialised capabilities: Valmec's Integrated Management and Controls System (iMACS) covers all aspects of the business to meet the exacting needs of our operation and is independently audited and certified to the following international standards: ISO9001:2015 (Quality), AS/NZS 4801:2001 & OHSAS 18001:2007 (OH&S) and ISO 14001:2015 (Environmental Management). Valmec's HSEQ management systems have also been endorsed under a range of industry schemes, including Federal Safety Commissioner Accreditation, CM3, BROWZ, ICN Gateway, Achilles FPS and ISN Certification.



## VASSE CIVIL & DRAINAGE

[www.vasecivil.com.au](http://www.vasecivil.com.au)

Unit 1/11 Palmer Crescent, Bunbury WA 6230  
PO Box 804, Busselton WA 6280

Gary Butterworth, Director  
Linda Butterworth, Administration  
Glenn Boyd, Director  
Craig Johnston, Estimator

Phone: 08 9752 4027  
Email: [admin@vasecivil.com.au](mailto:admin@vasecivil.com.au)

Vasse Civil and Drainage has the experience, expertise and resources to provide the construction solutions to meet their all clients' needs within time and cost restraints. Our core activities include: Small lot sub-divisions, rural sub-divisions, pump stations, pressure mains, infill sewer projects, plant hire, stormwater drainage, carparks, water reticulation, industrial and commercial civil works

Prequalifications, certifications, specialised capabilities: Vasse Civil & Drainage offers a range of services including subdivisions; drainage; sewer; water mains; pump stations and plant hire.



## WA LIMESTONE

[www.walimestone.com](http://www.walimestone.com)

PO Box 1404, Bibra Lake WA 6965  
401 Spearwood Avenue, Bibra Lake WA 6163

Walter Lukic, General Manager

Phone: 08 9434 7777  
Email: [admin@walimestone.com](mailto:admin@walimestone.com)

WA Limestone is a family-owned company that has been operating for over 40 years. With a strong emphasis on customer service and satisfaction, WA Limestone is now one of the biggest suppliers of road construction materials in Western Australia. The WA Limestone group is made up of four companies: WA Limestone, WA Bluemetal, WA Premix and Limestone Building Blocks.

Prequalifications, certifications, specialised capabilities: Crushed limestone products, commercial and building sands, crushed granite products, armour rocks and spalls, breakwater and seawall construction, domestic and commercial concrete and limestone blocks.

CCF WA Earth Awards: WA winner 2021, 2013, 2012, 2010; National winner 2010



## WCP CIVIL

[www.westcoastprofilers.com.au](http://www.westcoastprofilers.com.au)

31 Fellowship Road, Gnangara WA 6077

Brett Hadley, General Manager Civil (0448 033 143)  
Chad Komarnykyj, Managing Director (0409 084 553)

Phone: 08 6401 6482  
Email: [brett.hadley@westcoastprofilers.com.au](mailto:brett.hadley@westcoastprofilers.com.au); [chad@westcoastprofilers.com.au](mailto:chad@westcoastprofilers.com.au)

WCP Civil have the resources and expertise to deliver a wide array of civil and infrastructure works. We service a wide range of clients including Main Roads WA, local government authorities, utility and service providers, building companies, developers and other civil contractors. We have an exceptional team of project managers, engineers site supervisors and dedicated ground staff with a reputation for delivering quality products - safely, on time and budget and exceeding our customers' expectations.

Prequalifications, certifications, specialised capabilities: ISO 9001, AS/NZS 4801, ISO 14001. Preferred supplier to WALGA. Services include: road construction and reconstruction; asphalt surfacing; road rehabilitation and maintenance; drainage infrastructure works; concrete works; signs and line marking; project management; asset and maintenance management; plant and labour hire.



## WESTFORCE CONSTRUCTION

[www.westforce.com.au](http://www.westforce.com.au)

73 - 75 Dowd Street, Welshpool, WA 6106

Mike Murrey, Managing Director  
Philip Clarke, Operations Director  
Paddy Kearns, Resources Director

Phone: 08 9279 1900  
Email: [info@westforce.com.au](mailto:info@westforce.com.au)

Westforce Construction is a Perth based Civil Engineering and Building Contractor. The company has full third-party accreditation to AS4801, AS14001 and ISO 9001. Our services include Bulk Earthworks, Detailed Earthworks, Roadworks, Drainage, Concrete works, Tilt up Concrete, D&C of Industrial Buildings, Concrete Repairs and Specialist Grouting. We operate throughout WA and the NT and we work collaboratively with our clients to meet their objectives. We employ a multi skilled crew committed to quality work, we run our own equipment and our shareholders are directly involved in every project we do.

Prequalifications, certifications, specialised capabilities: Main Roads prequalified. Water Corporation HSE prequalification. HSEQ system accredited to ISO 9001, AS/NZS 4801 and ISO 14001.

CCF WA Earth Awards: WA Winner 2021



## WESTLINE PLUMBING AND DRAINAGE

[www.westline.com.au](http://www.westline.com.au)

PO Box 327, Kalamunda WA 6926

Ben Vivian, Owner/Managing Director  
Dayna Featherstone, Administrative Manager

Phone: 0439 846 460  
Email: [office@westline.com.au](mailto:office@westline.com.au)

Westline provides tailored, integrated drainage solutions for leading companies in Civil, Industrial and Commercial Industries. Westline is a privately owned company that is committed to delivering industry best practice results. We deliver a range of capabilities including Storm water drainage, Sewer, Water and Fire main infrastructure with an experienced and motivated team. We have a fully equipped fleet of company-owned and maintained plant and equipment for maximum productivity and value-added outcomes. Westline prides itself on its versatility, initiative and innovation to solve seemingly difficult projects. Our team has a can-do approach and a reputation for attention to detail, efficiency and high-quality results, repeatedly recognised by satisfied clients.

Prequalifications, certifications, specialised capabilities: Westline have a dedicated and multiskilled team of licenced plumbers with a diverse range of experience and construction capabilities. We are committed to consistently maintaining compliance with AS/NZS ISO 9001:2008, the Plumbing Licencing Board, Water Corporation, ATCO and all relevant Australian Standards.



## WHITTENS

[www.westline.com.au](http://www.westline.com.au)

Level 2, 302 Selby Street North, Osborne Park, WA 6017  
PO Box 102, Osborne Park WA 6017

Marielle Bright, Recruitment Officer

Phone: 1300 911 535  
Email: [WARception@whittensgroup.com.au](mailto:WARception@whittensgroup.com.au)

Whittens is a recognised leader in the provision of construction services to the road, rail, energy and port infrastructure markets. Whittens has worked throughout Australia delivering works including materials offloading facilities; roads; concrete bridges; drainage and culverts; power station, windfarm and water infrastructure. Whittens also provides concrete repair and other remedial services to enable a prolonged lifespan for existing infrastructure.



## YOUNG'S EARTHMOVING

[www.youngsearth.com.au](http://www.youngsearth.com.au)

PO Box 262, Cottesloe WA 6911  
Unit 28/589 Stirling Highway, Cottesloe WA 6011

Rodney Young, Managing Director

Phone: 08 9286 4666  
Email: [admin@youngsearth.com.au](mailto:admin@youngsearth.com.au)

Established in 1978, Young's Earthmoving is a reputable earthmoving company. Our pledge is to establish lasting relationships with our customers by exceeding their expectations and gaining their trust through exceptional performance and promoting a positive relationship between the client and every member of the Young's Earthmoving team. We are committed to industry best practice in occupational health, safety and environmental management. Our operators are highly skilled and through utilising late model plant and equipment we deliver an exceptional service.

Prequalifications, certifications, specialised capabilities: Young's Earthmoving specialises in bulk earthmoving, road construction and maintenance, airstrip construction, drainage structures, flood mitigation, mining exploration and rehabilitation, tailing dams, camps development, material haulage and heavy plant movements.



**CIVIL CONTRACTORS  
FEDERATION**

*The Voice of the Industry*

# We provide learning solutions

tailored to the industry's leading hands, supervisors, managers and executives.

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*For the industry, by the industry*

The Institute of Civil Infrastructure was created for the Civil Infrastructure industry with the courses tailored specifically to the industry's needs. How did we do this? All of The Institute's courses have been chosen by experienced industry leaders, not by us, so you can be assured the topic and content of each course is relevant and beneficial.

*For you, not for profit*

The Institute was created as a not-for-profit organisation by the industry to provide industry standards, recognition and continuing professional learning for supervisors and managers.

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[iciaustralia.com](http://iciaustralia.com)

# PSC INSURANCE BROKERS: National Sponsor of Civil Contractors Federation

PSC Insurance Brokers has joined forces with the Civil Contractors Federation to develop a range of services and products to give you insurance cover that meets your unique business needs whilst recognising the importance of reducing the cost of insurance.

We believe insurance is about People, Property and Liabilities and we focus on managing these risks for you.

We have in-depth experience in protecting the critical risks of the Civil Contracting and construction sectors, protecting businesses and projects, large and small:

- » Workers Compensation
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- » Public Liability Insurance
- » Construction Insurance
- » Property & Asset Insurance
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Our specialist insurance brokers are committed to providing considered advice; combining our extensive knowledge of the sector with an in-depth analysis of your business. We leverage our scale with leading underwriters to ensure you access cover that is cost-effective and specific to your business requirements.

For more information:

**Justin O'Keefe**

M 0427 176 107

E [jokeefe@pscinsurance.com.au](mailto:jokeefe@pscinsurance.com.au)

**Jarrad Sewell**

M 0400 310 939

E [jsewell@pscinsurance.com.au](mailto:jsewell@pscinsurance.com.au)

[www.ccfinsurance.com.au](http://www.ccfinsurance.com.au)

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