

# THE CCF BULLETIN

MAGAZINE OF THE CIVIL CONTRACTORS FEDERATION WESTERN AUSTRALIA

EDITION 4 2021

*Celebrating a milestone:  
WA's first civil construction  
apprentices*



INSIDE:  
CCF WA Earth Awards  
Special Feature  
2021



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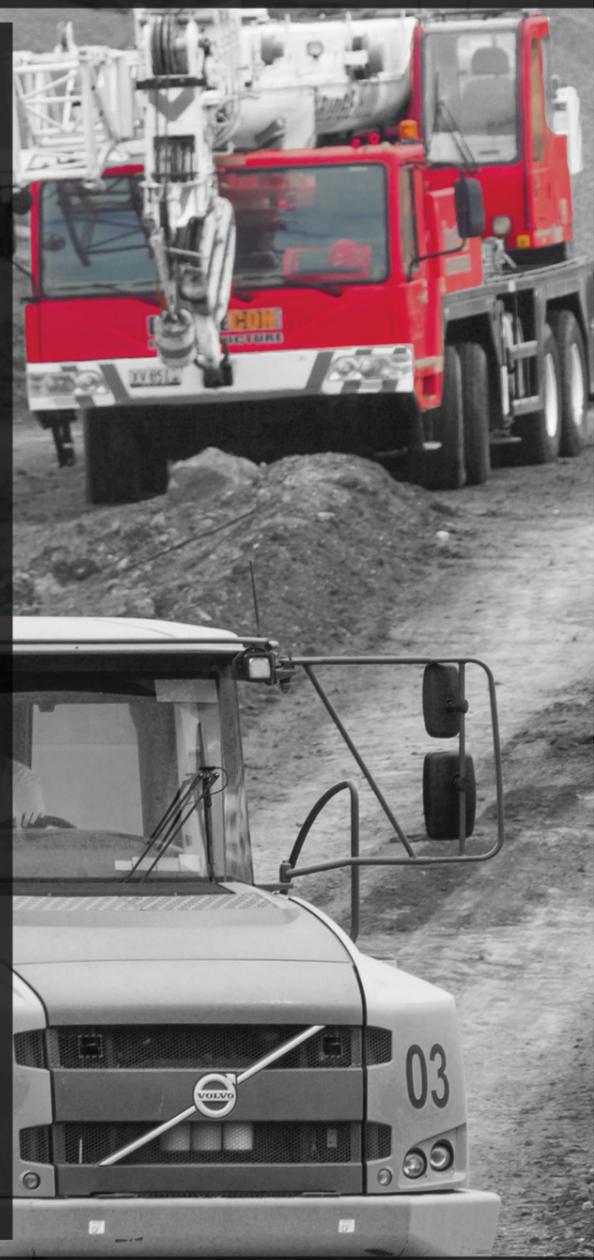
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COVER PICTURE: 16-year-old Daniel Takiwa is one of the first intake of civil construction apprentices. Story page 6.



**CIVIL CONTRACTORS FEDERATION**

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# We can be proud of what our industry delivers and achieves



It's an honour to be contributing my first column for the CCF WA Bulletin as CCF WA President.

Firstly, my thanks to David Della Bona who has served admirably as CCF WA President for a record-breaking six years, guiding CCF WA through some big challenges and leaving the organisation very well placed for more success.

I'm pleased that Dave is staying on as a board member and I'm sure his advice will be useful.

I would like to welcome CCF WA's new Vice-President David Schlueter, who replaces Steve Tennant. Steve is also remaining on the board, and we will continue to benefit from his insights – and his undoubted passion about some of the issues facing our industry.

I also like to thank every CCF WA Member for their support, and for enabling CCF WA to play our vital role representing, informing and connecting the Western Australian civil construction industry.

We have a lot to be proud of in this state. What we – as a group – construct

is world class. I know I am personally proud of what our industry delivers and achieves. We saw many great examples of this at the recent CCF WA Earth Awards.

It was great to see so many industry clients at the Earth Awards Gala Dinner (October 1) to celebrate with us. Whether attending as part of project Alliances or simply as invited guests, it was a strong indicator of how the contractor and client relationship should be.

I believe the best projects are those where the contractor and client have a shared and vested interest in the success of the project and are proud to achieve that outcome together. I suspect many of the great projects showcased at the Earth Awards were the result of a strong and sustainable contractor-client relationship.

A reminder that CCF WA's annual Industry & Training Awards are scheduled for Friday, April 8 next year at Crown Perth, and we'll be calling for nominations soon. While the Earth Awards celebrate excellence in infrastructure project delivery, the Industry & Training Awards are all about recognising the contributions of our people.

If it wasn't clear enough already, the events of the past year have certainly underlined the fact that the foundation of our businesses is our people.

So I encourage you to consider nominating one or more of your company's high achievers who deserve acknowledgement for their commitment to excellence.

In the space I have left in this column, I wanted to mention what a positive experience it has been to be part of CCF WA's inaugural Women in Civil Mentoring Program over the past few months.

There is some more information on the program on page 18, and some comments from fellow mentors and mentees who are really seeing the benefits of being involved. The current mentors and mentees will be 'graduating' from the program at the CCF WA Women in Civil Breakfast on March 17, and we expect to be announcing a new mentoring program for 2022.

**Leon Fogliani**  
CCF WA President



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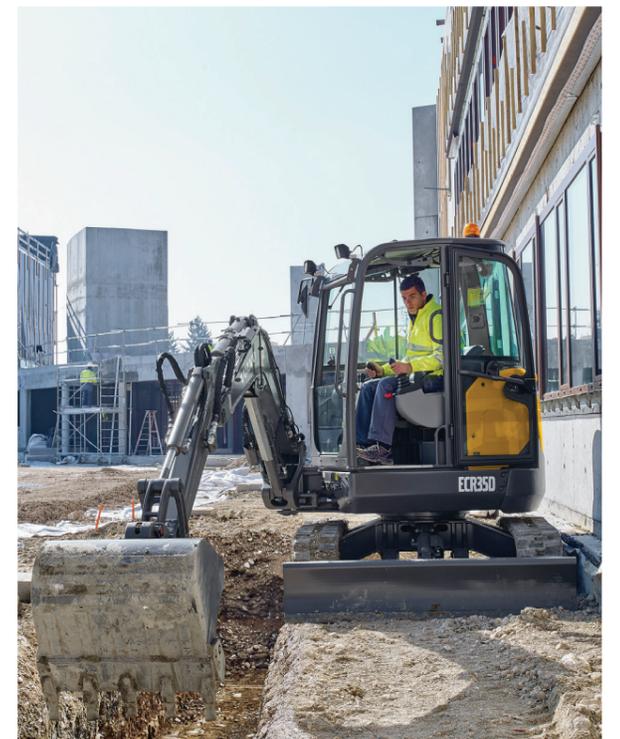
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# 'Tis the season to be there for those in need of a break or a kind word



The process of finalising this issue of the CCF WA Bulletin coincided with our annual Golf Day – a massive undertaking which involves months of preparation by the CCF WA team, on top of the normal day-to-day workload.

So it was a pleasant change for all of us to leave the email inboxes and to-do lists behind for a day, and head out to the beautiful Joondalup Resort.

Talking to members at the Golf Day I got the sense that most of them shared in that relief to be away from 'the grind', even for one day.

It's certainly been a hectic year for the civil construction industry, and indeed for the broader construction industry. Buoyant conditions in all sectors – including State Government transport projects, resources construction, local government works and private sector subdivisions – have tested our mettle, and our capacity. With virtually no access to skilled labour from interstate and overseas, we've all had to shoulder a heavy burden.

In a very real sense, these are of course

good problems to have – it wasn't that long ago that many businesses were being forced into making valued employees redundant as the market shrank in the wake of the big mining construction boom.

But speaking to many people at the golf day, and in other recent conversations with Members, I get the feeling there are a lot of people in our industry who are dangerously close to overload; counting the days until Christmas/New Year and a few precious days off.

If things weren't hectic enough, we're now having to deal with looming mandatory vaccinations for the construction industry. This is creating an additional workload that none of us need, not to mention a great deal of uncertainty over the past few weeks as we have waited for the public health directions to be published, which will tell us exactly how the mandate will be applied (as I write this, the Directions have just been released).

Circling back to the golf day, we were thrilled to raise more than \$7000 for MATES in Construction. Speaking to the MATES team on the day, they're also

concerned about the effect of the current extreme workloads in our industry on people's mental health.

And on top of that, a big concern is the vaccine mandate and its effect on those people who for one reason or another, will refuse to get vaccinated.

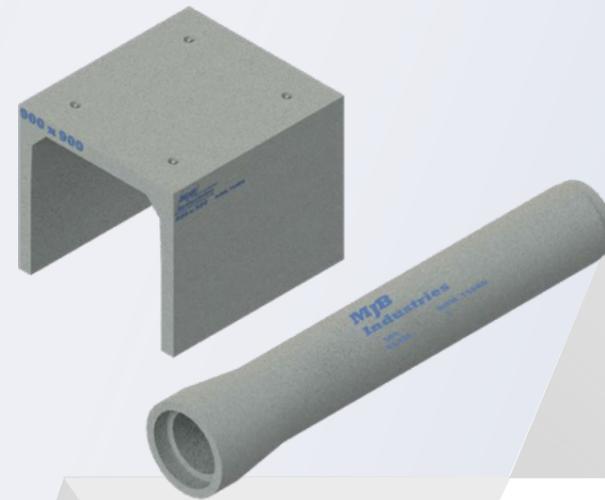
These people are facing the very real prospect of losing their livelihoods. That's got to be tough. Right now a lot of them are angry, but for some that anger could turn to despair.

So with all this going on, there's probably never been a time when supporting each other was more important. Whether it's sharing a laugh, or having an honest conversation, we need be there for each other.

Merry Christmas and a Happy New Year to all our members and industry stakeholders.

**Andy Graham**  
CCF WA CEO

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# Training breakthrough for civil sector as apprenticeships are launched

Western Australia's first-ever cohort of civil construction apprentices will soon commence their training following the recent endorsement of an apprenticeship pilot program by the Minister for Education and Training, the Hon. Sue Ellery MLC.

CCF WA, through its Civil Construction Industry Training Committee, and supported by the wider industry, raised the benefits of civil construction apprenticeships in a proposal to Minister Ellery early last year.

CCF WA CEO Andy Graham said the move to offer civil construction qualifications as apprenticeships aims to increase both the number and quality of new workers entering the civil construction industry, including young people.

"We believe the new apprenticeship will help bring about a paradigm shift in the way our industry is perceived as a career choice," Mr Graham said.

"Civil construction is now formally recognised as a trade, and

civil apprentices will receive a trade certificate on completion of their Certificate III qualification. That means for the first time, we can compete on a more equal footing with the traditional building trades. We will be able to attract more people to the civil construction industry, including school leavers, and help take our industry's training culture to the next level."

Mr Graham encouraged businesses to sign up a new civil construction apprentice. "With a strong pipeline of public infrastructure work and healthy activity in private sector work, and with the generous employer incentives available, this opportunity could not be presented at a better time for job-seekers, businesses and the government," he said.



Daniel Takiwa

CCF WA Member MMM (WA) is one of the first Western Australian civil contracting companies to sign an employee up to a new civil apprenticeship.

16-year-old Daniel Takiwa will soon commence his civil construction apprenticeship training with Civil Train WA.

MMM (WA) Manager Debbie Scott said the company was excited to be able to give Daniel the opportunity to complete an apprenticeship and become one of the first in the state to receive a trade certificate in civil construction.

"We've trained lots of our people through the Certificate III and IV qualifications in Civil Construction," Ms Scott said. "So we know the training is beneficial in broadening and improving our employee's skills. The fact that there's now a civil apprenticeship is an added bonus.

"Daniel already knew a bit about civil construction through a family connection, but for some other young people, our industry can be a bit of a mystery," Ms Scott said.

"Many don't realise you can build a great career in civil construction, so I think that being able to offer a proper apprenticeship will really help improve the appeal of our industry, both to young people, and to older people looking for a change of career."

The Construction Training Fund (CTF) has been instrumental in the successful move to the apprenticeship and is now developing pilot program materials for delivery at the apprentice inductions which will be facilitated by the CTF.

CTF are also providing a wage subsidy of up to \$14,000 for employers to pass on to the new junior apprentices (under 21) to ensure they are paid the equivalent traineeship award. In addition, the CTF has increased its base grant for employers from \$8,000 to \$10,000.

CTF CEO Tiffany Allen said the organisation's commitment and investment into the pilot apprenticeship program is anticipating around 250 junior apprentices' wages to be subsidised and 1,300 new apprenticeships to commence in the civil construction sector overall.

"This initiative will go a long way to assisting the industry to train employees and deliver on key projects including the State Government's \$13 billion investment in civil infrastructure projects over the next four years", she said.

Three traineeships are being made available as apprenticeships: the Certificate III in Civil Construction, Certificate III in Trenchless Technology and Certificate III in Civil Construction Plant Operations.

Nine new apprenticeships have been endorsed across the three qualifications: Bituminous Surfacing; Bridge Construction and Maintenance; Pipelaying; Road Construction and Maintenance;

Road Marking; Tunnel Construction; Civil Construction (General); Trenchless Technology; and Civil Construction Plant Operations.

The training term will increase from 24-months full time as a trainee to 36-months full time as an apprentice. Current trainees can opt to complete their training under an existing traineeship or switch to the new apprenticeship. The pilot program will run for four years, allowing for two full cohorts to complete the three-year apprenticeship.

**"This initiative will go a long way to assisting the industry to train employees and deliver on key projects including the State Government's \$13 billion investment in civil infrastructure projects over the next four years."**  
– Construction Training Fund CEO Tiffany Allen

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## New funding stream for supervisor Cert IV

The cost to employers of a Certificate IV Civil Construction Supervision traineeship for an existing employee could be a lot less from January 1. From that date, the State Government will subsidise the course fees charged by Registered Training Organisations, meaning fees will be capped at \$1,200 per year (\$400 per year for employees under 25) – potentially saving employers thousands of dollars per trainee.

These lower course fees will be available to both existing and new (i.e. employed in the last 3 months) workers. CCF WA has been advocating that existing worker funding for this qualification is needed and we thank the State Government for listening and delivering.

Access to existing worker funding will provide a timely incentive for contractors to invest in upskilling their team leaders and supervisors, to help ensure our industry's supervisors have the communication and leadership skills necessary to effectively manage an expected influx of entry-level workers.

This new fee relief is in addition to any other subsidies available through the Construction Training Fund and the Federal Government. Your Australian Apprenticeship Services Network (AASN) provider can tell you more.

## Woronzow named D-G Transport

Peter Woronzow has been appointed to the role of Director General of the Department of Transport for WA. Mr Woronzow has been acting in the role since March 2020. He will concurrently hold the roles of Commissioner of Main Roads WA and CEO of the Public Transport Authority.



Mr Woronzow joined Main Roads WA in July 1980, serving as Executive Director Finance and Commercial Services from 2004 to 2016 and Managing Director from July 2016 to March 2020. His key contributions as Acting Director General of Transport include maintaining continuity of essential services across the Transport Portfolio through the COVID-19 pandemic, establishing the Office of Major Transport Infrastructure Delivery, fast tracking 11 major road projects worth \$2.7 billion, and providing significant employment and business opportunities for Aboriginal people.

Transport Minister the Hon. Rita Saffioti MLA said: "Peter has a deep understanding of what is required for the effective development of WA's transport infrastructure, ensuring we continue to grow our economy whilst delivering world class facilities and services."



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## BORR program building sustainable careers

The first cohort of the Bunbury Outer Ring Road project's Yaka Dandjoo Sustainable Employment program recently graduated.

The Yaka Dandjoo program has been designed to provide unemployed participants with support, knowledge and skill development to assist in their transition to become work-ready. The six-phase program includes an accredited course (Infrastructure Ready Skill Set or the Heavy Haulage Program) providing life skills and on the job mentoring to help participants build a sustainable career, including industry-specific traineeships and apprenticeships.

With a specific focus on ensuring opportunities are presented for Aboriginal people, the program supports unemployed jobseekers to develop meaningful and sustainable careers on infrastructure projects in WA.

Pictured with graduate Priscilla Bennell (centre) are Ashley Vincent (Office of Major Transport Infrastructure Delivery) and Mark Davidovic (South West Gateway Alliance and MACA Ltd).



## Mitchell Extension JV wins MATES Civil Award

CCF WA was proud to sponsor the Civil/Resources Award at the MATES in Construction WA Mates 2021 Leadership Awards on November 18, 2021. We were also proud that the award went to the Mitchell Extension Joint Venture, comprising CCF WA Members BMD Constructions and

Georgiou Group.

Awards MC Damien McVeigh, Senior Field Officer at MATES In Construction, paid tribute to the strong organisational effort put in by the JV to ensure the MATES inductions on site were delivered smoothly across multiple locations.



## New IWA chair, board members

Infrastructure WA (IWA) has announced Nicole Lockwood as its new Board chairperson. Ms Lockwood has served as deputy chairperson since IWA's establishment in 2019 and brings extensive experience in infrastructure planning and delivery through her previous board roles with Water Corporation, Horizon Power, Westport Taskforce and Infrastructure Australia.

Inaugural Board member Terry Agnew has been appointed deputy chairperson and Rebecca Tomkinson, current chief executive officer of the Royal Flying Doctor Service in Western Australia, has been appointed as a new Board member. Terms of appointment run until July 23, 2024.

IWA thanked inaugural and outgoing chairperson John Langoulant AO who oversaw the consultation on the development of the State Infrastructure Strategy. John has been appointed Western Australia's new Agent General and will oversee the state's Investment and Trade Office in London.

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## CTF grant supports disaster recovery

Working on rebuild projects in areas affected by the Wooroloo bushfires and Cyclone Seroja? You may be eligible for additional CTF funding.

Construction Training Fund (CTF) recently announced a Disaster Recovery Construction Training Grant, designed to support communities affected by the Wooroloo bushfires and Cyclone Seroja.

The \$3.5m investment over two years provides extra CTF support to employers, apprentices and trainees who are involved in re-building works, including an additional incentive available to regional employers.

Currently all eligible businesses that employ an apprentice or trainee receive grants from CTF to help reduce the costs of employment. However, the Disaster Recovery Grant will provide extra support for employers who are part of the recovery process.

Employers of trainees undertaking civil construction work in the affected regions can claim an additional grant of up to \$6,000 over a two-year period. Their trainees can claim up to \$2,000 over the two-year period to cover costs such as travel and accommodation.

CTF is also offering several other initiatives as part of the program to ensure the workforce in the affected regions is sufficiently skilled.

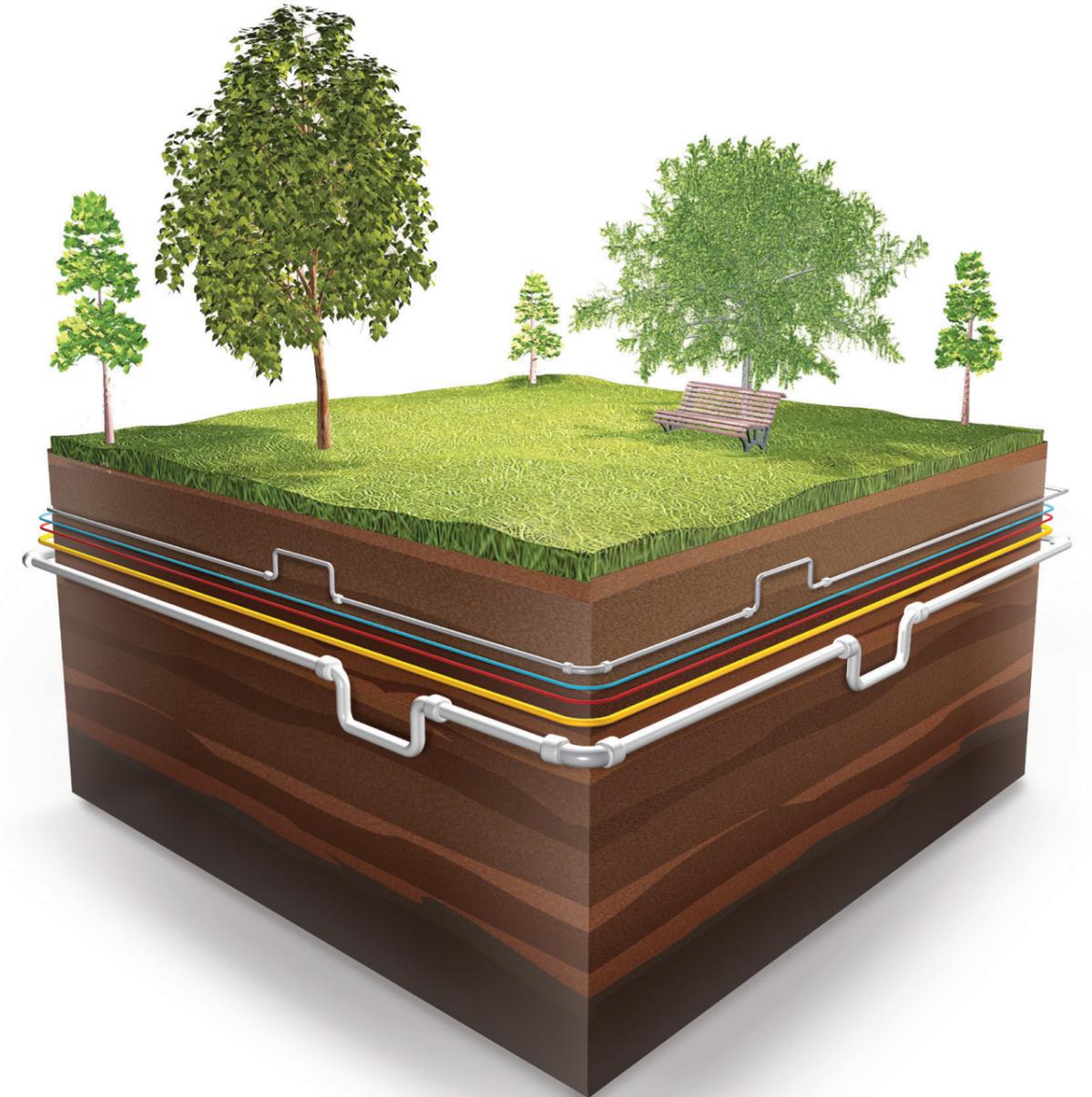
CTF will fully subsidise eligible applicants who complete short-training courses that are currently recognised in CTF's Supplementary Skills Program. This includes training relating to construction skills, occupational licensing and occupational health and safety.

Another CTF funded program, Try-a-Trade, that provides construction career pathway skills to high school students will be boosted. To support the development of a localised workforce and the ongoing building of the region. CTF has pledged an additional \$50,000 over two years to the Try-a-Trade program run by Central Regional TAFE in Geraldton.

CTF is also allocating \$70,000 of funding to offer logistical, social and psychological support to those in the construction industry dealing with the impacts of the disasters. MATES in Construction will facilitate the initiative via activities focusing on community engagement, training and capacity building and access to support services for workers in the region.

For more information call (08) 9244 0100 or visit [ctf.wa.gov.au](http://ctf.wa.gov.au)

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Amber Gaden

## Amber Gaden drives Tatra trucks importer OTA to greater successes

The values of hard work, top customer service and a passion for Tatra trucks are helping Amber Gaden to grow Offroad Trucks Australia and enter new markets after 25 years in business. By **John Feary**

Amber Gaden was in her first year of high school when her father, the redoubtable Larry Gill, took the brave step of becoming exclusive importer and distributor of the iconic Czech-built range of Tatra offroad trucks in Australia targeting the mining industry.

Now, 25 years later, Ms Gaden is managing director of the family business Offroad Trucks Australia and building it into an ever more significant supplier of specialised trucks to growing market sectors in mining, civil construction, emergency services and agriculture.

And while Mr Gill continues to keep a fatherly eye on the business in retirement, there's no doubt that when decisions need to be made they come from her.

When Mr Gill first seized on the idea of bringing them into Australia, the name Tatra was almost completely unknown in this country. Yet Tatra, the world's oldest manufacturers of wheeled vehicles, had developed a unique range of trucks with the go-anywhere ability to operate reliably and efficiently in the most difficult terrain and extreme weather conditions.

Mr Gill was characteristically forthright in his admiration of the Tatra range, but Ms Gaden remembers her first "wow" memory about them came when she was 15 and the manufacturer shipped out a custom-built 8x8 specialist fire-fighting vehicle for demonstration purposes.

Ms Gaden was there when potential buyers were invited to see it in action in the hills of Mundaring.

"The hill they drove up fully loaded was so steep I couldn't walk it without slipping," she recalls.

"It cruised up the side of this hill, changing gears along the way, no sign of struggle.

"I knew then that these trucks were pretty special."

Despite that experience, Ms Gaden had no career intentions in the family business beyond working part-time with OTA while studying commerce, public relations and marketing at university. Her goal was to finish her degree as quickly as she could and move overseas for, she fondly dreamed, a lifestyle of "cocktail parties and high heels".

She made it to England but within 12 months learned the world of public relations could be much less glamorous than she had dreamed.

While travelling through Europe, however, a chance to visit the Tatra factory and join its rally driver team putting trucks through their paces on an awesome testing circuit reawakened the feelings she had experienced at Mundaring a decade earlier.

"It became clear that promoting Tatra was going to be my passion," she says.

"The added bonus was that it meant frequent visits to the Czech Republic, one of the most beautiful countries in the world."

Back in Perth with bills to pay and a greater sense of reality, she joined OTA as administration manager.

"This pretty much included all aspects of sales admin (to support Mr Gill), marketing, bookkeeping, reception duties," she says.

"In those early years, I was also parts picker and occasional toilet scrubber."



The first Tatra truck in Australia.

"The hill they drove up fully loaded was so steep I couldn't walk it without slipping. It cruised up the side of this hill ... I knew then that these trucks were pretty special."

Glamour was missing, but she found working with a team of mostly grounded, hard-working people was more rewarding.

While her commerce degree gave her valuable administration and computer skills as well as a basic understanding of bookkeeping, Ms Gaden considers her willingness to work hard and learn new skills have been key to her success.

While being the boss's daughter brought some advantages, "anyone who works for me or deals with me in my working environment knows I am not in my position purely because I am Mr Gill's daughter.

"The role hasn't been handed to me on a platter. It has come from years of hard work, commitment and loving what I do.

"If anything, working under your father means you work harder, to prove to the people around you that you deserve the title."

Predictably also, in an industry where there are still too few women in senior positions, she had to deal with people assuming she was a token "promo girl". That was until they realised she could talk the talk and knew the product.

"When I was able to answer their questions and engage in back and forth conversations about the vehicles, their whole demeanour would change," she says.

"Over time, customers felt that they could come to me direct with an issue or question, knowing that I would either be able to answer it or find the answer from one of my team."

Under her management, OTA has changed considerably. Some change is universal - obviously, the days when Mr Gill could negotiate a sale over a long lunch, and confirm it with a handshake and a handwritten purchase order are long gone.

**"If anything, working under your father means you work harder, to prove to the people around you that you deserve the title."**

Ms Gaden now deals with 150-page contracts, and extensive site and compliance documentation.

"It's been a huge learning curve and something we find we are constantly refining and improving," she says.

As well as widening its customer base to companies such as BHP and Roy Hill, OTA has expanded its product range and opened up new markets such as supplying fire trucks to WA's Department of Fire and Emergency Services, its first major government buyer.

"We have built the business on a 'no problems, only solutions' mentality, so when we look at certain industries/applications and think we can offer an improved solution, we target that industry," she says.

Doing the research and development and building demonstration vehicles can be a slow process.

"We are lucky to have a solid customer base in drilling and mining industries, which keeps ticking along while we explore new markets," she says.

"Our priority has always been on customer service and support, and this is the reason we have so much repeat business and sales leads from word of mouth.

"We focus on having a great team of dedicated staff and making

sure we back our product. When opportunities for expansion present themselves, we weigh up the pros and cons and make a decision if it's right for us."

As a result, OTA has now sold over 650 trucks in Australia including more than 50 vehicles this year of the Phoenix truck, Tatra's first new model for many years.

All are backed by its branches and dealerships in four states as well as over 100 authorised service outlets, 24/7 service and 100 per cent spare parts availability. Ms Gaden sees the company's growth strategy as continued diversification.

"I think its important to make sure our eggs are in multiple baskets and not just focus on mining," she says.

"We do not want to become mass-produced and compete with highway trucks. Long-term, OTA will still focus on custom-built, specialised vehicles for customers that require the Tatra solution."

Yet it remains very much a family business, not just because her husband Kristian Gaden also works for the company as spare parts manager. Other Gill family members have also worked for OTA at times, but the next stages in the family dynasty may already be emerging in the person of their five-year-old daughter Everly.

While her older sister Scarlett is set on caring for animals, Everly loves the "tippy trucks" and jokes that she's the real boss.



Amber Gaden with Scarlett (9 weeks old) at a drilling conference in Adelaide.

Amber Gaden with her parents Larry Gill and Gerry Gill.



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"The Melchor Group has now established 10 bank guarantees with Assuro and we've saved thousands in fees thanks to the discount that our CCF WA membership provides us".  
 - **Shane Jones, Melchor Group Managing Director**



# Goal setting, confidence, and habits for success among the outcomes of Women in Civil Mentoring Program

CCF WA is pleased with the progress of its Women in Civil Mentoring Program.

The Program has been fortunate to have some highly experienced industry Mentors (men and women) avail their time, support and expertise to women working in the civil construction industry.

A recent report in *The West Australian* newspaper cited data from Randstand that showed one-in-four women working in the construction industry said their gender is preventing them moving up the career ladder – which is one of the areas CCF WA's Women in Civil Mentoring Program is aiming to address.

By supporting the long-term careers of women in civil construction, CCF WA hopes to highlight the industry as one that can be a genuinely long-term and fulfilling career space for women, along with the benefits that a gender diverse workforce can bring to employers.

CCF WA will undertake a more comprehensive survey towards the end of the program next month, with positive feedback to date being:

- Mentees have valued having someone to help monitor their development and goal fulfilment success.
- Mentees have been challenged to grow confidence in

CCF WA's Women in Civil Program is proudly sponsored by our Women in Civil Partner:



- finding their own solutions including through a test-and-learn approach.
- Mentees have appreciated having an experienced person to discuss challenges and varying approaches with.
- Mentees feel supported in their personal well-being.
- Mentees have confidence to speak up to seek assistance.
- Mentees have gained conflict resolution skills.
- Mentees have improved communication and resilience.
- Mentees have set up habits for professional success.

"Ashleigh (Willeboordse) has been very proactive and engaged in the program, taking away a series of questions from our time to consider. We have set up goals, and considered how we will know she is making progress, then Ashleigh has been developing options and solutions for making progress between each session."

Tobi Lawrence-Ward, Managing Director at Abaxa - Mentor

"One of the positive aspects of the program is having someone hold me to account regarding my own development and goal success by challenging me to find my own solutions. Rather than being provided with the answer or the easy way out, my mentor (Tobi Lawrence-Ward) is directing my focus in such a way that I am able to explore potential outcomes and report back after implementing and testing to determine whether the solution is the right one, or whether it requires some additional tweaking."

Ashlee Willeboordse, Zero Harm Lead at Downer Group - Mentee

Following a survey of participants, CCF WA will review delivery of the program and confirm its next Women in Civil Mentoring Program early in 2022.

CCF WA's Women in Civil Mentoring program is supported by the State Government's Department of Communities.

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## CCF highlights Federal inaction on civil skills policy

CCF's National office has been critical of the Federal Department of Education, Skills and Employment (DESE) and the Australian Bureau of Statistics (ABS) for ignoring CCF's calls (dating back to 2013) to incentivise the labor market in the civil infrastructure sector to ensure Australia's record infrastructure investment pipeline has the workforce to construct it.

With the release of Infrastructure Australia's Infrastructure Market Capacity Report forecasting labour shortages over the next five years, CCF National CEO Chris Melham has taken aim at the Federal Government's inaction on skills development and training, despite numerous CCF submissions highlighting how to increase the level of interest and attract new entrants into the civil infrastructure sector.

Mr Melham said CCF had provided submissions to the Australian Bureau of Statistics (2013 and 2018), the 2019 Federal Department of Education & Training Review into the National Skills Needs List (which continues to be delayed by the Department citing COVID-19 as the reason), the 2020 Productivity Commission Review into Skills and Workforce Development, the 2021 National Skills Commission Skills Priority List Review and more recently into the House of Representatives Inquiry into Federally Funded Infrastructure Procurement.

"Infrastructure Australia's Report forecasts a surge in demand for skills in the infrastructure sector, which underscores why our primary recommendation has been to reinstate several civil occupations on the National Skills Needs List at a classification level that allows those occupations to qualify for financial training incentives under the Federal Government's various apprenticeship incentives programs," he said.

The National Skills Needs List, which identifies trades that are experiencing a national skills shortage and is used to determine eligibility for several commonwealth financial training payments, is based on an outdated and retrospective labour market research methodology known as the ANZSCO Coding System.

"Reinstating civil occupations on the NSNL would entice new entrants into our sector and help achieve a more equitable distribution of training and upskilling funding to apprentices, VET providers and employers by ensuring they have access to the full suite of funding incentives available", Mr Melham said.

"These civil occupations include for example bridge, road and tunnel constructors, civil plant operators, pipe layers and line markers.

"The Infrastructure Market Capacity Report adds further weight to CCF's argument that greater action is needed to address a shortfall in skilled workers over the coming years in the infrastructure sector.

Mr Melham urged the Federal Government to adopt CCF's recommendations before the \$100 million Incentives for Australian Apprenticeships program commences on 1 July 2022.

## Policy briefs

THE STATE Government has accepted all 13 recommendations identified by the Regional Roadworks Signage Review to increase safety at roadworks sites. CCF WA and other industry stakeholders formed the reference group that contributed to the Review.

Main Roads will implement the short and medium term recommendations which include:

- improving driver education and awareness;
- improvements to signage design to ensure they remain upright and visible; and
- reviewing tender documentation to ensure traffic management elements are afforded the priority and focus required to ensure safe practice.

Other more complex recommendations will take a longer time to implement. An implementation plan with delivery targets will be developed with key stakeholders by the end of the year.

THE STATE Government has released the draft regulations related to the new Building and Construction Industry (Security of Payment) Act 2021.

The new Security of Payment laws will commence on August 1, 2022, as outlined on the Action Plan for Reform. The new laws include faster payments, greater protection of subcontractor retention money and a more robust dispute resolution process.

AN ENVIRONMENTAL offsets metric has been developed by the Department of Water and Environmental Regulation (DWER) to help quantify offsets in WA. The metric comprises a calculator and guideline on its use and is available here.

The metric helps to provide consistency in quantifying offsets under Parts IV and V of the Environmental Protection Act 1986. The WA metric should be used for new applications requiring offsets. Retrospective use of the WA metric is not required where offsets proposals are at an advanced stage. The metric's operation will be monitored and reviewed in 12 months.

THE STATE Government has announced new business and employment targets for Aboriginal people on the State's major transport infrastructure program. Over the next five years, the Government is aiming to award \$700 million of contracts to Aboriginal businesses, as well as having 3.5 million work hours completed by Aboriginal workers.

The new targets will apply from now until June 2026 to projects delivered by the Department of Transport, Main Roads and Public Transport Authority, including METRONET projects. These targets build on broader updates to the Aboriginal Procurement Policy, which includes Aboriginal employment targets for the first time and comes into effect from January 1, 2022.

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# CCF WA responds to Infrastructure WA's draft State Infrastructure Strategy

CCF WA's response to Infrastructure WA's draft State Infrastructure Strategy, *Foundations for a Stronger Tomorrow*, mainly focused on those aspects of the Strategy related to the pipeline, procurement and delivery of infrastructure projects. Below is a summary of our response.

CCF WA welcomes the proposed publication of an annual State Infrastructure Program with a ten-year outlook, which will help give industry the confidence to invest in developing capacity.

The best way to tap into that capacity and help contractors provide steady employment is through a steady and consistent pipeline of public sector works, yet with the flexibility to adapt the volume of works in response to other factors such as cyclical increases in private sector activity.

CCF WA noted that availability and capacity of sufficiently skilled people is a concern. There is a lack of clarity around skills that will be required for each project and an absence of reliable data to this regard.

We recommended the development of Skills Requirement Profiles for all major projects to give Government and industry a clearer understanding of the skills needed in the pipeline ahead. This information would be invaluable for Government and industry to undertake meaningful training and skills development planning and help ensure timely and successful delivery of the Government's infrastructure program.

## Delivery of infrastructure benefits from improved procurement

CCF WA advised that most businesses that deliver civil infrastructure works in Western Australia do so for multiple government agencies and corporations, dealing with a multiplicity of contracts, documents and processes from procurement to delivery.

This consumes time and resources and distracts businesses from their key focus of delivering high-quality infrastructure safely and efficiently, which can translate into higher costs both for contractors and Government.

While industry struggles with the many

and varied tendering processes and compliance obligations, perhaps the biggest single concern is contractual risk: both the amount of risk, and the variation between different agencies and government trading enterprises (GTEs).

Most Government contracts started out as an Australian Standard contract but over the years have evolved almost beyond recognition, with each agency taking a unique approach and invariably all moving in the direction of passing on greater risk to the contractor.

The old principle of risk being allocated to the party most able to control that risk has been abandoned. For example, it's not uncommon for contractors to have to wear the risk of unforeseen latent conditions, even when those latent conditions are beneath the surface of land owned by the Government and there was no way the contractor could reasonably have known about them.

Where contracts do offer some potential relief, industry is increasingly seeing contract management processes frozen by inaction, by the inability of some contract managers to make a decision.

Reasonable variations are routinely deferred and delayed for no apparent reason. Meanwhile the contractor, who has done what they were asked in good faith, wears the additional cost.

CCF WA strongly supports IWA's recommendation to build skills and capacity within Government agencies and GTEs to deliver projects, as more skilled and capable contract managers are more likely to have the confidence to make timely decisions.

## Integrated plans for long-term land use

CCF WA proposed that any consideration of long-term land use must provide security and certainty for the supply of basic raw materials (BRM) such as sand, limestone and hard rock, which

are the fundamental building blocks of infrastructure construction. The *Strategic assessment of the Perth and Peel Regions* (SAPPR) showed promise for providing greater and much-needed certainty around the Metropolitan region, but disappointingly it has now been put on hold.

The scope of SAPPR was to identify BRM requirements to achieve a population of 3.5 million by 2050 but the draft State Infrastructure Strategy is based on a population of 4.3 million by 2042 – highlighting the need for action.

The new *State Planning Policy 2.4 - Basic raw materials* (SPP 2.4) has further complicated the issue by borrowing parts of SAPPR. The SAPPR mapping had green zones set aside for BRM extraction (providing absolute certainty) and red zones preserved for offsets. SPP 2.4 has adopted SAPPR's green zones, but not the certainty, and indicates BRM can only potentially be extracted from the green zones, subject to permits.

A pressing concern for industry is the dwindling availability of limestone for extraction and no significant new sources of limestone available under SPP 2.4. When the current supply runs out, there will be increased demand for hard rock as a replacement for limestone in road construction, placing pressure on hard rock supply.

The current system of environmental offsets for BRM is also becoming unsustainable as land suitable to be purchased for offsets is becoming less available, with direct land acquisitions BRM suppliers' only option.

Noting the shortfall in predicted BRM demand by SPP 2.4 compared to the State Infrastructure Strategy, the quantities of BRM required to achieve the State Infrastructure Strategy must be reviewed and adequate additional geological deposits identified, with those sites appropriately protected to ensure availability for use for extraction.



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Furthermore, the State Infrastructure Strategy must consider inter-generational equity and not result in the exhaustion and/or sterilisation of BRM deposits necessary for the development and infrastructure requirements of Western Australia beyond a population of 4.3 million.

### Encouraging apprenticeships and traineeships on public infrastructure projects

CCF WA believes GTOs can play an important role in our proposal for a program of State Government-sponsored civil construction apprenticeships. CCF WA advocated for and now welcomes the Minister for Training's recent decision to approve a variation to the Civil Construction Certificate III qualifications from two-year traineeships to three-year apprenticeships.

As the procurer of around half of all civil construction activity in WA, the State Government will be a direct beneficiary as skilled civil construction occupations become accepted as equivalent in standing to the recognised building trades.

As a key client, the State Government is in a unique position to facilitate growth in uptake of the proposed civil construction apprenticeships. Currently, the highly competitive, price-driven market for Government works creates a disincentive for contractors to invest in training and bear the inevitable reduced productivity.

CCF WA has proposed that following the introduction of civil construction apprenticeships, the State Government underwrites 100 apprenticeships per year for three years. The apprentices could be hosted by one or more Group Training Organisations (GTOs), with the Government guaranteeing employment on its projects for the duration of the apprenticeships.

During their apprenticeships, the civil construction apprentices could be allocated to various employers (both head contractors and subcontractors), on different projects according to need, and would gain broad and varied experience. The State Government's Infrastructure Ready skillset, which CCF WA has been proud to assist with, would be the ideal starting point to identify suitable candidates for these Government-sponsored civil construction apprenticeships.

### Developing and implementing contemporary procurement models for major projects

CCF WA supports the need for reform and agrees that this should be achieved incrementally, recommending caution when endorsing radical and largely untested initiatives such as Project 13 (see page 133 of the Strategy).

While the Project 13 manifesto includes a number of sensible reforms (e.g. fair risk allocation, collaborative relationships between Government and industry, a visible long-term pipeline of work and rewarding quality and innovation rather than only cheapest price), we have concerns around the 'enterprise' model that is at the core of Project 13, which is structured around long-term, multi-billion-dollar program alliances.

While there is undoubtedly a need for major reforms to the way public infrastructure is procured and delivered, and especially around risk sharing, this can be achieved within the current proven, competitive, and equitable contracting model that has served Government and industry well.

Project 13 proposes to abandon project-based procurement, by packaging Government works into a small number of very large and long-term program alliances. In the Western Australian context, this would mean that many of the businesses that currently deliver projects for Government as head contractor would become part of the enterprise model 'supply chain'.

CCF WA would urge caution before transplanting the Project 13 approach into the Western Australian market. Government infrastructure procurement in WA sustains a strong and diverse local industry, characterised by a broad range of businesses that are structured to work directly for Government as head contractors, with Government benefiting from this large and competitive pool of head contracting options. Very few of these businesses have the financial capacity to bid for the multi-billion-dollar program alliances advocated by Project 13.

Businesses that lose their current head contracting opportunities would have to downsize and effectively 'de-skill' to allow them to compete for subcontract works. CCF WA urges caution when considering the adoption of fashionable,

cleverly promoted but ultimately untested procurement models that could result in profound and potentially devastating changes to the composition of the local contracting sector.

### Reimbursement of bid costs for unsuccessful tenderers on major projects

CCF WA has advocated for a standard, transparent and consistent policy that would provide fair reimbursement for the significant external costs incurred by contractors shortlisted for design and construct contracts. CCF WA endorses IWA's recommendation for a whole-of-Government policy.

### Avoiding and reducing waste generation and increasing recovery of materials

Encouraging progress is being made in the reuse of recycled construction and demolition products in road construction. A major obstacle to further progress is that under WA environmental law, all recycled materials are automatically classified as 'waste' because they are unwanted at the source. This presumption that saleable products are waste, and therefore a potential environmental issue, has many adverse consequences for clients, contractors and suppliers seeking to innovate in this space.

The state will soon have a new and large supply of reusable materials for road construction in the form of the bottom ash by-product from waste-to-energy and lithium plants. This ash can be used in road construction as a substitute for quarried aggregate. Industry has proposed that the ash would cease to become waste when it meets an agreed standard or specification.

Recycling this ash will be impossible to achieve without support and facilitation by environmental regulators. This needs to be addressed with some urgency, as production of the ash is only a year or two away and if not recycled, it will have to be stored or disposed of by some other means.

CCF advocates the increasing use of recycled construction materials and notes these products will reduce demand for natural BRM construction materials.

*The draft State Infrastructure Strategy is available at [www.infrastructure.wa.gov.au/state-infrastructure-strategy](http://www.infrastructure.wa.gov.au/state-infrastructure-strategy)*



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## ENVIRO INFRASTRUCTURE WHITFORDS NODES FITNESS STAIRCASE

Client/Principal: City of Joondalup

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

The area is of high environmental significance. Major concerns about the impact to the dune and protected Tuart trees meant Enviro had to develop a detailed, project-specific Environmental Management Plan.

Enviro liaised closely with the City of Joondalup during project planning to ensure all heritage and environmental issues were identified and controlled.

All site clearing was pegged and approved by the principal prior to commencement, and through innovative design Enviro was able to significantly reduce the clearing footprint.

Enviro worked with 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. This meant that a 250 tonne all-terrain crane complete with fly-jib and counterweight was utilised to execute the lifts, lifting in all components without any damage to the dune vegetation or Tuart trees.

The design team focused on using bolted connections to avoid site welding in the environmentally sensitive dune vegetation, and to remove the requirement to grind or damage elements which would already be coated when arriving on site, in turn

compromising the protective coating. Where possible, slots were used to maximise flexibility when installing with cranes and pile caps and sleeves designed so that they could be rotated to suit install angles and offsets prior to final welds.

An unexpected environmental issue meant a versatile approach was needed to swap out concrete footings from the design and replace them with screw pile foundations.

Enviro's civil team worked closely with the fabrication team and surveyors to identify the 53 screw pile locations, and worked in exceptionally challenging conditions to install them.

Innovative cutting and benching techniques were utilised. The steep dune elevation meant the piles had to be installed using a 4.5 tonne excavator lowered down the dune face on a set of rated winches bolted to test piles.

Once the piles were installed and grout-filled and the pile sleeves attached, the site team began to take delivery of the job lots, storing them in labelled holding area to avoid any mismatching or confusion of fabricated elements. These elements were then site-assembled into modular sections, aligned with the maximum lift capacity of the crane at specified required radius and height.

Changing weather conditions meant the project team had to constantly adapt their construction techniques to deliver the project on time and budget.



Enviro's civil team worked closely with the fabrication team and surveyors to identify the 53 screw pile locations, and worked in exceptionally challenging conditions to install them.

# FINALIST EXCELLENCE IN CIVIL CONSTRUCTION: PROJECT VALUE UP TO \$2 MILLION



## TONCA EARTHMOVING LAKE MONGER SOUTH WEST PLAYGROUND

Client/Principal: Town of Cambridge

Tonca was contracted by the Town of Cambridge to construct this regionally significant, inclusive and accessible nature-based adventure play space aimed predominantly at primary school aged children.

Tonca's scope of work included:

- Mobilisation and site establishment including site fencing.
- All earthworks.
- Construction of limestone boulder walls and edges; steps and block walls.
- Construction of gravel paving.
- Loading, collection, and preparation of Town of Cambridge supplied timber from Durston Road yard, and delivery to site.
- Construction of slide take-off areas suitable for slide installation.
- Construction of timber nature play elements.
- Construction of recycled timber pole elements.
- Supply and installation of softfall sand.
- Supply and installation of play area mulch.
- Installation of landscape mulch.
- Make good any areas disturbed as a result of the works.

The playground is located on a registered Aboriginal Heritage Site, and some elements of the design sought to recognise this heritage. The mounding in the shape of a large serpent represents the Wagyl or Rainbow Serpent from the Dreamtime story that describes the creation of Lake Monger. The mounds also represent middens as the site was an important Aboriginal camp site.

The project required Department of Planning, Lands and Heritage approval under the Aboriginal Heritage Act. A condition of approval was to engage local Noongar elders to monitor excavations on site.

The project featured the reuse of reclaimed hardwood power poles from the Town's pole removal program for numerous elements including shade membranes, rope play, swings, a flying fox and general play. This meant that throughout the project some changes were needed from the original designs and specifications to accommodate the use of the timber available.

Tonca's timeframe to complete the bulk of the earthworks, liaise with all contractors and order required materials and equipment in was tight, especially given COVID-related supply constraints with some items coming from the East.

Changing weather conditions meant the project team had to

Changing weather conditions meant the project team had to constantly adapt their construction techniques to deliver the project on time and budget.



constantly adapt their construction techniques to deliver the project on time and budget.

All aspects of the sensitive nature of the site needed to be considered throughout the design and construction of the project. The construction was to have little or no effect on the existing flora, fauna and trees.

Town of Cambridge Supervisor Sam Harry said: "Works were completed on time and within budget constraints for the scope of the project. As lead contractor the site was managed in a safe and very well organised manner with careful regard for workers, subcontractors and the public.

"Tonca Earthmoving and Joe Mammoliti were a pleasure to work with in delivery of an exciting and unique new play space for Lake Monger of outstanding quality that is being very well received by the community."





## ENVIRO INFRASTRUCTURE BRIDGE 034 STRUCTURAL REFURBISHMENT AND WIDENING

Principal: Main Roads Western Australia

From the outset, this project presented multiple challenges which required detailed project planning and fastidious site management to minimise risks to the principal, the site team and the travelling public.

The bridge's location on the major heavy haulage transport artery between Perth and the Great Southern meant detailed traffic management planning had to be undertaken, particularly for the period where the deck overlay was removed and highway traffic would be reduced to a single lane.

Following the collapse and subsequent administration of another contractor who had been previously engaged to undertake the works, and had already completed some piling activities onsite, Enviro's scope was divided into two stages: Stage One involving the completion of works commenced by the other contractor, and Stage Two the execution of remaining major structural refurbishment works.

Adding to the project complexities, a large amount of the substructure materials had been pre-purchased by Main Roads through the previous contractor and had been laying idle in an adjacent paddock while the administrative process was concluded. The Enviro project team had to undertake an immediate assessment not only of the work undertaken by the previous contractor, but also of these stored materials, to evaluate what was suitable to utilise and what would require re-ordering or additional fabrication/procurement.

Due to the extensive propping required, the project team decided to hardstand the entire underside of the bridge to the extent of the clearing limits, installing culverts to carry the flow

beneath the worksite and allowing clear access for machinery and propping equipment across the entire site.

This allowed work to continue in almost all conditions, effectively eliminating weather delays to the sub-structure works.

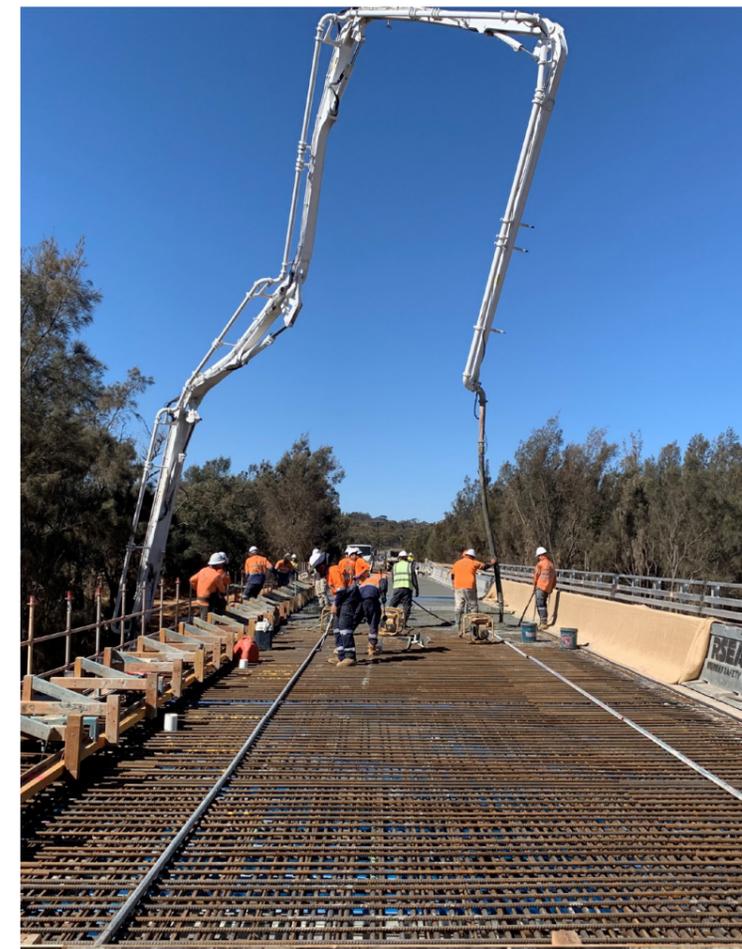
The works involved reducing Albany Highway to one lane for an extensive period of time while Enviro replaced and widened one side of the bridge at a time. To minimise the closure, Enviro pre-built the falsework and soffit formwork prior to demolition. This provided the dual benefit of utilising the soffit form as a temporary work deck during demolition and it also allowed Enviro to speed up the construction process by simply jacking up the soffit deck straight after demolition, saving weeks of closures.



The extremely steep trail was cleared of trees to enable the access track to be cut. The lower side of the track was supported with steel sheet piling, and was continually monitored during construction and upgraded when necessary.

While removing the bridge deck, the project team identified extensive deterioration to a significant number of stringers. To minimise the program impact, Enviro diverted steel from other projects and fabricated and express treated all of the elements in house, running its fabrication shop 24/7 to expedite the process.

With the onset of COVID-19 (and the associated restrictions across WA) and the inclement winter seasonal weather, Enviro introduced rolling shifts to ensure that the lost time was made up by mid-August. Enviro's original project deadline was beaten by more than four weeks and was met with zero product or process non-conformances.



# WINNER

## EXCELLENCE IN CIVIL CONSTRUCTION: PROJECT VALUE \$5 - 10 MILLION



complexities for the system which needed to be flexible enough to accommodate the deck width changes, the length of the precast concrete deck panels, changes in materials and curvature of the deck.

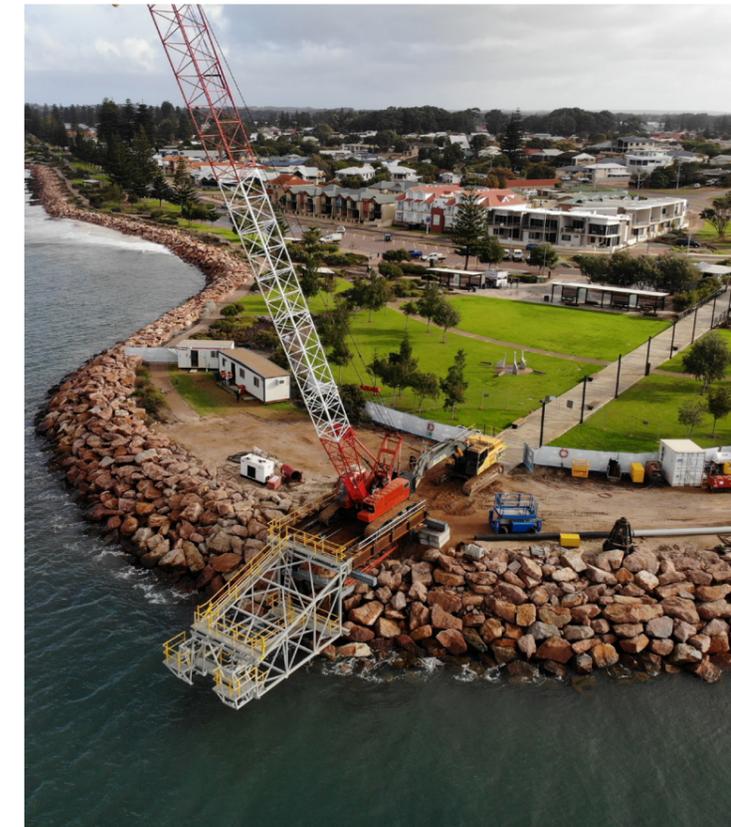
Construction of the project was characterised by continuous and dynamic improvements by the team, including the addition of blanking plates to stabilise piles under difficult geotechnical conditions.

The project also offered an ideal training ground for the enhanced development of Maritime Constructions' engineers and supervisors who visited site to witness the system in action first-hand – providing the company with enhanced skill and confidence in applying similar systems on future projects.

Strong winds and sea swell were another major challenge for the project. Additionally, Esperance is home to a vast array of marine wildlife including dolphins, whales and seals that were constantly visually monitored to ensure they were not disturbed during construction.

Every aspect of the project was meticulously planned, and by adopting best practice engineering and construction principles coupled with a dynamic approach to key elements of the construction, the team's efficiency increased exponentially as the project progressed.

This once highly contentious jetty project transformed into the pride of the town, with the Shire of Esperance and the vast majority of its stakeholders extremely satisfied with the final product.



## MARITIME CONSTRUCTIONS ESPERANCE REPLACEMENT JETTY

Principal: Shire of Esperance

The Shire of Esperance's decision to demolish and replace the Tanker Jetty, originally constructed in 1935, met with huge public backlash from locals. A comprehensive consultation process followed, which resulted in a turnaround in community sentiment and paved the way for the construction component of the project to be awarded by the Shire and provided a supportive community environment as works progressed.

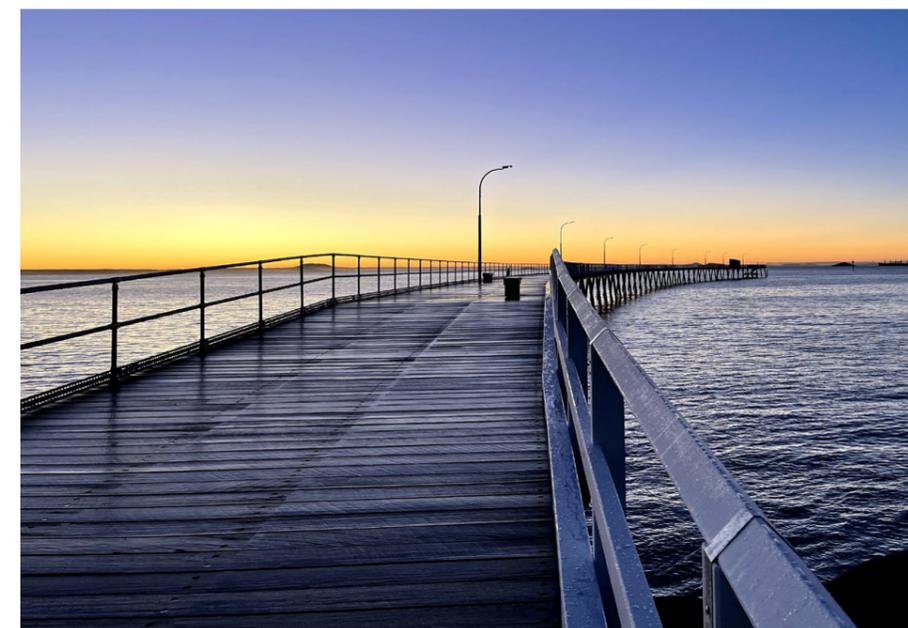
Maritime Constructions was selected as head contractor for their innovative approach to the construction of the Esperance Replacement Jetty.

The overhand construction approach, which included a customised piling guide system, significantly de-risked this highly complex jetty construction, which would otherwise have likely

been hampered by weather if using traditional jackleg barge construction.

While the alternative proposal to use an overhand methodology solved many of the challenges posed by the environmental conditions, it also posed some new challenges of its own. The first was to resolve the heavy construction loading totalling 80 tonnes created by operating the crawler crane atop of the jetty, while minimising any modifications to the permanent structure which was only designed for a typical pedestrian loading.

The deck was made up of three sections: a 4.6m-wide heritage section with a timber deck; a 4.6m-wide concrete deck; and a 9.0m-wide concrete deck. The jetty's deck also had to follow the curvature of the old jetty for heritage reasons – posing additional



Every aspect of the project was meticulously planned, and by adopting best practice engineering and construction principles coupled with a dynamic approach to key elements of the construction, the team's efficiency increased exponentially as the project progressed.



## **CIVMEC CONSTRUCTION & ENGINEERING**

### **PERTH KIDS' BRIDGE**

Client: Main Roads Western Australia

This colourful, 217-metre long pedestrian bridge allows sick children and their carers a safe passage across a busy road between the hospital and King's Park.

Delivered in a short 24-week program, the bridge comprises 320 tonnes of steel in five piers and 11 segments, and 400 cubic metres of reinforced concrete. To achieve the schedule, quick fabrication was essential and therefore shop detailing commenced immediately upon contract award, focusing on the design of assembly jigs that would allow the most efficient fabrication.

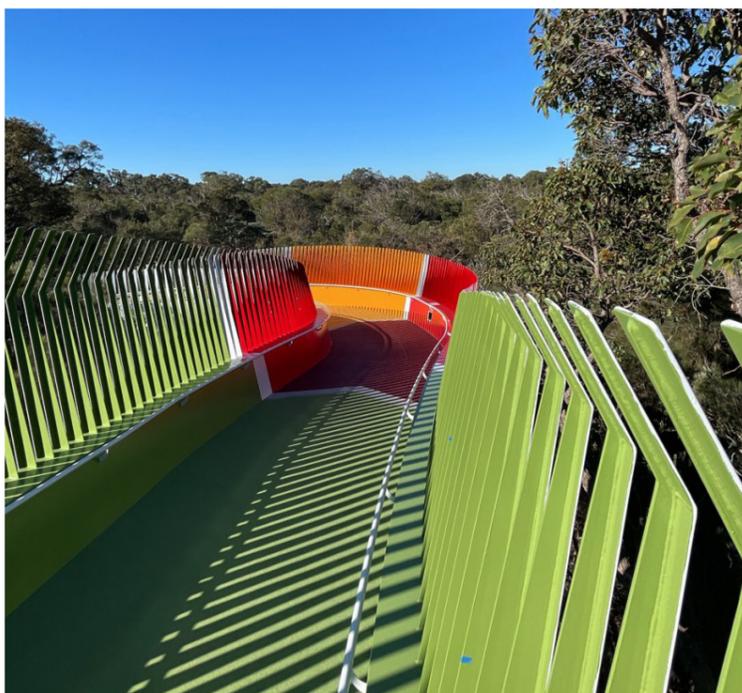
Key project requirements included minimising the impact on traffic and protecting all existing infrastructure and amenities, including trees.

The initial focus of the site works was the management of interface with stakeholders, including the QEII medical centre (western work area), City of Perth (median works), the Botanical Gardens and Parks Authority (Eastern work area) and various utility providers.

Following mobilisation to site and receipt of the necessary permits, Civmec commenced construction in the medical centre, road median and Kings Park. Due to the prevalence of live services near the new abutment and pier footings in the medical centre and median, including seven gas lines, power, fibre and water, and due to the restricted working space in Kings Park,

Civmec chose construction methods that required the smallest possible footprint.

All footings for the two abutments and five piers were excavated neat. This was key to ensuring that no services were impacted during the works as well as having budgetary and environmental benefits.



Months of preparation went into developing the final lift studies and detailed installation schedules, with the 11 bridge segments successfully installed over two weekends.

Civmec fabricated the bridge at its Henderson facility. The bridge's complex geometry, with multiple distinct horizontal and vertical curves and cambers, made the fabrication extremely challenging. This required engineered support jigs and 100 per cent survey assistance to position jigs and facilitate connection between steel components. Fit up of steel was not possible using traditional measuring techniques.

Installation of the bridge segments was planned over two weekends, with the first six segments installed Easter weekend and the remaining five segments a fortnight later. To ensure swift and accurate fit-up of segments before unhooking from the crane, Civmec used an innovative combination of hydraulic pulling jacks and machined aluminium strong backs.

Months of preparation went into developing the final lift studies and detailed installation schedules, with the 11 bridge segments successfully installed over two weekends. The segment installation went to plan, without incident, and in total the roads were closed for just 28 hours each weekend, well within the approved three-day closures.





## VASSE JOINT VENTURE VASSE DIVERSION DRAIN UPGRADE

Client: Water Corporation

This project is a leading example of how innovation, problem solving, excellence in design, dynamic construction and successful client/contractor collaboration can deliver outstanding civil construction, community and environmental outcomes.

The Vasse Joint Venture completed the \$25.7 million upgrade of more than six kilometres of the Vasse Diversion Drain and reconstruction of the Vasse River Diversion Dam. The upgrade also included the design of a pedestrian bridge and redesign of the concrete lined drain section.

Primarily designed to protect against a one-in-100-year rainfall event, the Vasse Diversion Drain upgrade will also lead to future improvements in water quality, waterway health, and management of an internationally significant wetland system.

The project was to be completed during an eight-month delivery window, before the onset of winter rains. Additionally, the pedestrian bridge works needed to be completed prior to school resuming for term two, 2021. A critical aspect of these works was to ensure that the annualised flood risk during construction was no worse than the preceding condition, which also required specified works to be completed within a tight timeframe. Many

dam projects of this scale and scope run into a second season as construction becomes impossible once winter weather sets in; VJV attributed its accomplishment of completing the project within the given time to the experience of its personnel.

The tight schedule was further constrained by environmental



requirements associated with management of threatened and vulnerable fauna species, including the successful relocation of 36 Western Ringtail Possums, over 3,000 fish, and 30,000 Carter's Freshwater Mussels.

Due to the lineal extent of the works, the tight timeframe and constraints on commencement of work at particular locations, VJV undertook the works on four separate construction fronts. While resource intensive, this enabled the components of the works to proceed independently. This was particularly important for earthworks, where additional excavation and fill volumes at the dam site were offset by reduced excavation and fill volumes for the levees. Weather-related delays were accommodated into the schedule while meeting the critical milestone dates.

Despite the size and complexity of the project, along with its numerous planned and unforeseen challenges, the Vasse Diversion Drain Upgrade was delivered eight weeks earlier than the contractual completion date and half a million dollars under budget. Water Corporation commended VJV on the outstanding success of the project, and VJV commented that the contractor and client came together to achieve not only an end result that was best-for-project, but was also best for the local community and environment.





## BMD CONSTRUCTIONS KWINANA FREEWAY SOUTHBOUND – ON-RAMP FROM MANNING ROAD

Client: Main Roads Western Australia

This project addressed efficiency, access, and safety issues for road users on Manning Road wishing to travel south on the Kwinana Freeway.

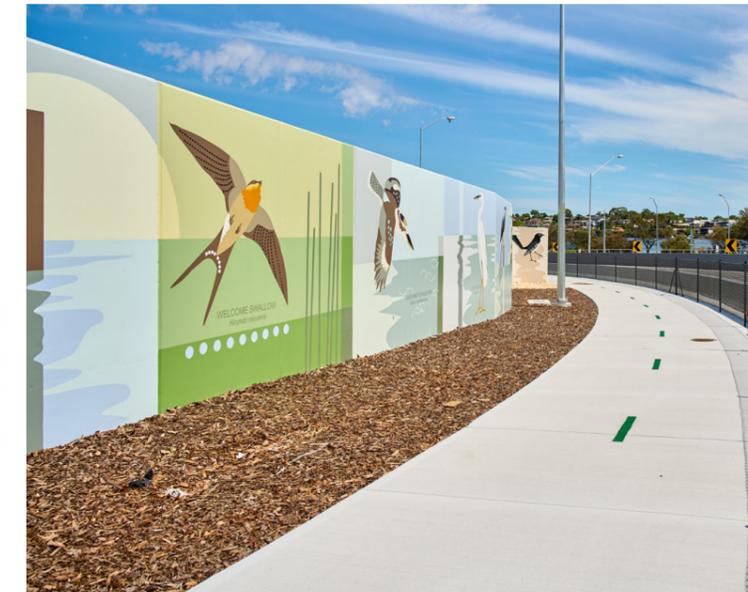
This was achieved through the construction of a new freeway on-ramp southbound, which removed the need for southbound traffic to loop around via the northbound off-ramp to Canning Highway southbound on-ramp by providing a dedicated merging lane, allowing motorists to merge with fast moving southbound traffic directly onto the Kwinana Freeway. This is the first new southbound entry added to Kwinana Freeway in over 40 years, removing unnecessary travel time and congestion and enhancing safety and efficiency for motorists.

Early in the project's construction the project team identified a clash between the base of the in situ retaining walls and the change of direction manholes. To mitigate the issue, BMD proposed a redesign to facilitate the relocation and installation of a sewer main and the introduction of two new pits as per current Water Corporation design requirements. This proactive approach eliminated the requirement to wait for the Water Corporation to

issue a redesign, ensuring critical path works were not impacted.

Challenges brought by limited subcontractor availability were negated by managing the risk of a nonstandard form of contract, engaging a new business within the market to deliver an exceptional slipform concrete barrier. Thanks to a technically skilled and highly capable project team, BMD also overcame significant technical challenges which were amplified due to

The project team scrutinised targets to ensure they were consistently met, and overall project timeframes remained on schedule, allowing works to continue unimpeded



constraints such as traffic management approval delays, a tight project footprint and live traffic conditions.

Innovative retaining wall underpinning works were undertaken on a 300-metre-long, five-metre-high limestone retaining wall by injecting microfine grout below the wall to create a grout block. The underpinning works allowed excavation works up to 2m below the wall's toe and the existing ground water level to be completed without movement or cracking to the wall.

With a focus on reconciliation, BMD exceeded stipulated Indigenous engagement targets, achieving 9.1 per cent Indigenous employment and 5.39 per cent spend with Aboriginal businesses.

Successful planning and management of the on-ramp construction was critical to the ultimate success of the project, with an on-time delivery for the community. The project team scrutinised targets to ensure they were consistently met, and overall project timeframes remained on schedule, allowing works to continue unimpeded. As well as exceeding the client's delivery expectations, BMD achieved an exceptional commercial outcome, delivering the project on budget and successfully managing overheads.





## ERTECH D6 WATER STORAGE DAM

Client: Newmont

Newmont's Boddington Gold Mine, located 120km from Perth, is the largest gold mine in Western Australia. Construction of the D6 Water Storage Dam was required to ensure long term water security at the mine.

As the main construction contractor, Ertech provided significant design and constructability input prior to award.

The success of the D6 project's planning and management was attributed by the company to early engagement, appreciation of the design intent, understanding the risks involved and having a formidable project team to mitigate the risks and overcome the project challenges.

A client Project Superintendent commended the company's safety systems and efficiency and commented: "Ertech managed their work fronts well; everything was well planned and delivered according to the plan."

The Client had planned for all materials for the dam to be sourced from the site, with sourcing and preparing this material a key factor in achieving the delivery deadline.

After undertaking extensive test pitting and initial production trials, Ertech found there was a lack of suitable quality rock sources onsite. An alternate dam design utilising the rock

gradings that could be produced on-site was developed by Ertech and accepted by the client and its designer.

Effectively managing the challenges with materials enabled Ertech to minimise the impact on the construction program and keep the project on course for success.

The client also embraced and approved Ertech's proposal to replace an anchor trench, which would have been extremely



Recognising the increasing uncertainty of subcontractor availability caused by COVID-19, Ertech increased the portion of the work that it self-performed to mitigate the impact of delays.

difficult to construct safely, with a cement-bentonite slurry wall that met the design intent and eliminated much of the risks.

Special care was taken with works around the Junglen Gully area of the Hotham River, a registered Aboriginal cultural heritage site. Traditional Owners heritage monitors were on site when dam construction began, as well as during construction. When COVID-19 restricted their access to the site, live stream videos were used to relay site activities to the heritage monitors.

Recognising the increasing uncertainty of subcontractor availability caused by COVID-19, Ertech increased the portion of the work that it self-performed to mitigate the impact of delays. This included a majority of the work scope, including earthworks, drainage, gabion baskets and reno-mattresses. Specialist sub-contractors were engaged for the cement-slurry walls, MSCL pipework, Poly welding and BGM liner installation.

Despite significant challenges the Ertech project team exceeded all project goals. The dam was completed on-budget two months ahead of program, achieving zero recordable injuries and exceeding forecast margins. In the concluding project performance review the client commended Ertech on its management of stakeholders, delivery on the project's social drivers and its quality assurance practice, giving a ten-out-of-ten rating overall.





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# WINNER

## EXCELLENCE IN CIVIL CONSTRUCTION: PROJECT VALUE \$30 - \$75 MILLION



## WBHO SRG JV WANNEROO ROAD OCEAN REEF ROAD INTERCHANGE PROJECT

Client: Main Roads Western Australia

The WBHO SRG JV set overarching themes at the outset that would guide and drive tendering and delivery of the Wanneroo Road Ocean Reef Road Interchange project. Collaboration, innovation, open and effective stakeholder engagement and sustainable delivery were the drivers to ensure success.

The traditional lane-by-lane, build-and-switch approach to traffic management that would typically be utilised on this type of project would have further obstructed the traffic and increased the risk of traffic incidents in an already congested and incident-prone area. The constrained site and the requirement to lower Ocean Reef Road by 4m and raise Wanneroo Road by 3m required a range of complex services and utilities relocations and modifications.

The JV recognised that constructing a multi-grade solution on the site would require a truly innovative traffic management approach. This led to the concept of “building a road, to build a

road”; and ultimately to the development of an innovative traffic management solution, affectionately known as “the Kraken” due to its multiple intersection legs resembling the legendary sea monster, which enabled multiple complex reconfigurations to match construction staging.

Although a temporary traffic management solution, the Kraken was designed as if it was permanent roadworks, ensuring built-in compliance with the standards for a permanent roundabout. The Kraken’s configuration produced a natural traffic calming effect due to the slower but relatively uninterrupted traffic flows.

The investment in the Kraken traffic management solution, equating to just 6.9 per cent of the total project cost, was redeemed through the safe and efficient offline delivery of the new grade separated interchange on-time and under-budget.

Some sections of the Kraken’s ‘tentacle’ roads were ultimately

incorporated into the permanent road configuration.

The JV committed to turning the local community’s negative expectations over inconvenience and delays into a positive opportunity. The temporary traffic management solution actually improved traffic flow and waiting times for road users while the permanent interchange was being constructed.

Additionally, the JV provided innovative solutions such as the relocation of the existing high-voltage overhead power line, realising a time saving of one year and a cost saving of approximately \$2 million. Another example was the JV’s use of combined-entry drainage pits – a first for a Main Roads Western Australia project – that reduced pit numbers, maintenance requirements and whole-of-life costs.

The project ultimately provided a new dual-lane, free-flowing traffic bridge over Ocean Reef Road which has alleviated one of the highest ranked congestion hot spots in Perth’s northern suburbs.

This led to the concept of “building a road, to build a road”; and ultimately to the development of an innovative traffic management solution, affectionately known as “the Kraken” due to its multiple intersection legs resembling the legendary sea monster, which enabled multiple complex reconfigurations to match construction staging.





## SMARTWAYS ALLIANCE SMART FREEWAY – KWINANA NORTHBOUND

Client: Main Roads Western Australia

The SmartWays Alliance – encompassing BMD Constructions, Ventia, Arup and Main Roads Western Australia – delivered the Smart Freeways upgrade to a 12km stretch of the Kwinana Freeway.

This central section of Perth's major freeway is the first stretch of the 'smart' road network in the state, bringing the future of motoring to the state for the very first time to deliver a safer driving experience and reduced congestion while making better use of existing road infrastructure.

The delivery of the project included:

- The creation of a fourth traffic lane between Canning Highway and the Narrows Bridge using an existing emergency stopping lane (on the left-hand side), including resurfacing, line marking and barrier upgrades.
- Improved incident management and safety through automatic incident detection radar and thermal stopped

vehicle detection cameras, and the addition of a Lane Use Management System that includes Variable Speed Limit capability and the creation of Emergency Stopping Bays.

- Deployment of Coordinated Ramp Signals on five ramps between Farrington Road and Cranford Avenue to manage traffic flows onto the Kwinana Freeway between Leach Highway and Canning Highway.
- Introducing new emergency stopping bays at regular intervals equipped with roadside assistance phones.
- Comprehensive CCTV coverage linked to Main Roads' Road Network Operations Centre.
- Improved driver information through electronic message signs on gantries and at freeway access points.

The project was completed in 2020 during the COVID-19 pandemic, bringing with it challenges relating to workers' safety and balancing the engineering workforce between working from



Local technicians and companies stepped up to the challenge, gained new skills and worked remotely with the experts that couldn't travel to WA.



home and on-site. The silver lining of the impact of COVID-19 was the creation of 245 local jobs for state-based suppliers and subcontractors.

While COVID-19 complicated the project's construction with the ITS used on the Kwinana Freeway requiring technologies and equipment not yet available in the state, local technicians and companies stepped up to the challenge, gained new skills and worked remotely with the experts that couldn't travel to WA.

The knowledge transfer and experience gained by state-based providers will assist Main Roads in the delivery of future Smart Freeways.

The SmartWays Alliance team faced further challenges including:

- working in an extremely narrow project site bordered by a rail corridor, the freeway and the Swan River,
- installing the largest cantilever gantries on a WA road, and

- implementing the first ramp signalling in the state.
- Despite these challenges the project has been hailed a success, saving an average of five minutes and up to 10 minutes travel time for commuters and accommodating an average 13 percent traffic increase across the Narrows Bridge during morning peak periods.



## METROPOLITAN ROAD IMPROVEMENT ALLIANCE MURDOCH DRIVE CONNECTION PROJECT

Client: Main Roads Western Australia

The Metropolitan Road Improvement Alliance (MRIA) was made up of Main Roads Western Australia as principal; CPB Contractors as principal contractor; Georgiou Group and WA Limestone as construction participants; and GHD, BG&E and AECOM as design participants.

The Murdoch Drive Connection connects Murdoch Drive with Roe Highway and Kwinana Freeway, improving access and journey times to major hospitals and the Murdoch Activity Centre.

The project involved placing huge 48.5m-long bridge beams – the longest across the Main Roads network at time of installation – straddling the Kwinana Freeway. This was no small task and took more than six months of preparation.

A staged construction methodology was adopted to minimise the impact on road and rail users. This allowed the preparation of a large crane and placement of the 16 smaller beams to be completed behind barriers without the need to divert the traffic or impact rail services.

The strategically positioned 500-tonne crawler crane on the existing northbound freeway lanes (after freeway widening works had taken place) allowed traffic to travel northbound on the freeway during the major beam lifts.

The team completed the placement of the eight 190-tonne



beams safely over just four nights, one night ahead of schedule.

The Alliance contractors and designers worked closely with Main Roads to reduce the environmental impact of construction activities as much as possible.

One example of this was the installation of Corten sheet piles with a unique 'silent piler', which straddles the piles as they're installed, reducing the required working room to a fraction of that of a conventional piling rig.

This unique piece of equipment saved 1,500 square metres of clearing and 40 mature trees.

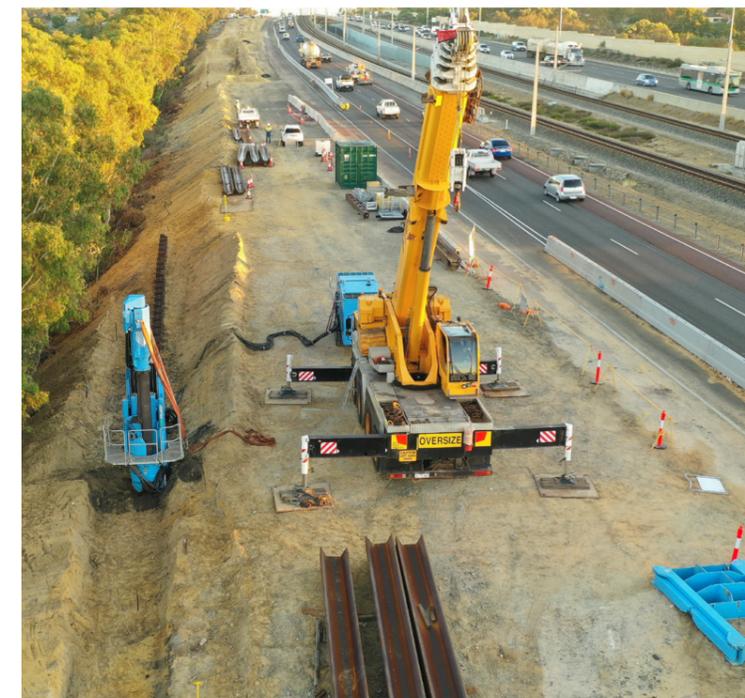
Environmentally sustainable crushed recycled concrete was used as pavement material on the Kwinana Freeway widening portion of the works.

A bright yellow 'roller crash barrier', the first of its kind used in Western Australia, reduces the intensity of crashes. The barriers are built from vertical steel poles which support a series of horizontal plastic rollers, which reduce the severity of crashes for vehicle passengers by absorbing energy and deflecting it into the barrier materials.

The performance of this innovation will undergo regular monitoring to assist in determining its benefits and future use on other parts of the road network.

The completed Murdoch Drive Connection project delivers upgraded safe and vital road access to the major hospital precinct for hospital visitors, patients, and emergency vehicles; relieves peak time congestion on Murdoch Drive, South Street and Kwinana Freeway; and provides shorter, more predictable journey times for those who live and work in the Murdoch Precinct.

The team completed the placement of the eight 190-tonne beams safely over just four nights, one night ahead of schedule.





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# FINALIST EXCELLENCE IN CIVIL CONSTRUCTION: PROJECT VALUE GREATER THAN \$75 MILLION



## MACA CIVIL CONSTRUCTION OF KARRATHA – TOM PRICE ROAD - SECTION 3 (KTP3)

Client: Main Roads Western Australia

The Karratha - Tom Price Road, officially now known as the Munuwarra Red Dog Highway, is a four-stage project to seal the road from Karratha to Tom Price. MACA Civil was engaged to complete Stage 3: sealing of the 48 km-long Roebourne - Wittenoom Road. The completed project provides improved access to the popular Millstream Chichester and Karijini National Parks. 100 local jobs and opportunities were provided by the project in the Pilbara region, with a particular focus on Aboriginal employment.

MACA delivered a construct-only contract for Main Roads Western Australia, with works including:

- New, and modification of existing, culverts and floodways.
- Establishment and management of all borrow pits.
- Embankment construction.
- Construction of 'F' Type and table drains.
- Full pavement construction and sealing of 48 kilometres.
- Installation of safety barriers, line marking signs and guideposts.

An innovative 'box construction' method was used for the southern section, where the topography was level. This enabled works to continue at the planned progress rate and substantially reduced the risk from unexpected finds of asbestos, which was present due to a decades-long history of the road being used as a transport route for WA's building industry. Observing that the project involved two main sections and the difference in the topography of the sections meant MACA could program works to occur in both sections at the same time. MACA performed large cut-to-fill in Section A, with a team of asbestos monitors and an 'emu pick' and cover, water and roll of Section B.

The proposed subbase material (crushed rock) was a by-product from the production of rail ballast. The rock was available in large quantities and met the revised material parameters of the modified specification, representing a substantial saving for the project. The subbase and basecourse material was imported from a local quarry located in Karratha. To manage the large number of road trains and the quantity of material imported to site, MACA created a tracking system to capture the details of each



truck's delivery docket from the quarry, the data from the MACA weighbridge and the chainages at which the material was tipped. This tracker provided a complete record of the imported material delivered to site as the project progressed.

Due to the remote location of the project, a camp was constructed for the entire workforce with full catering facilities, recreation room, gym, barbeque area and water treatment systems.

Over a duration of 12 months with nearly a quarter of a million labour hours in the remote Pilbara of WA, there was no lost time nor recordable injuries. The project achieved a 9 per cent Aboriginal participation rate and more than 50 per cent of subcontractors were local businesses. The works were completed to a high standard, on time and budget.





The Melchor apprentice and management group were hard to miss in their 'ugly golf polos' as they made their way around the nine holes.

## Melchor builds awareness of mental health in the workplace

CCF WA Member Melchor hosted its annual Apprentice Training and Golf Day on the November 12, 2021. Although considered a social event on the Melchor calendar, the day's focus was to promote a holistically healthy workplace.

Creating a culture of wellbeing is a high priority at Melchor. Committed to fostering the next generation of industry tradespeople, Melchor has close to 40 apprentices currently completing either Carpentry, Electrical or Hydraulic qualifications. Usually spread across sites, the event provides the opportunity for them all to spend time together and with the senior management team.

The event aimed to show apprentices they were valued; enhance the connection between apprentices, management, and the wider team across all company divisions; promote open communication; and equip apprentices with the knowledge and

Melchor are already looking forward to next year's event and welcome any enquiries from other companies wishing to host their own, so everyone can work together to build a more resilient industry.



(Left to Right): Kendall Worroll, Kent Millington

skills they need to be at their best, in body and mind.

The day began with a digital presentation from The Resilience Project, whose mission is to teach positive mental health strategies to help people become happier and more resilient.

A long-time enthusiast of The Resilience Project book and its ability to transform readers' outlook on life, Melchor General Manager of Operations Dylan Ogilvie hoped the presentation would inspire apprentices to incorporate gratitude, empathy, and mindfulness principles into their everyday lives.

Facilitated by Movement Co, the second session of the day

focused on physical wellbeing. Activities such as parkour, climbing and handstands got the blood pumping and challenged perceptions about what is possible.

Apprentices were also teamed with project and senior management to play nine holes at Wembley Golf Course - congratulations to 'The BGs' who took home the winners' trophy. As players made their way around the course, there was opportunity for open conversations, development of networks and building on relationships.

Recognising that apprentices can be isolated from the office-based team, all staff were invited for post-golf refreshments to boost positive work and social connections.

Melchor has worked hard since its inception five years ago to develop and maintain positive workplace culture and as a young company, it recently signed off on its first in-house trained apprentices.

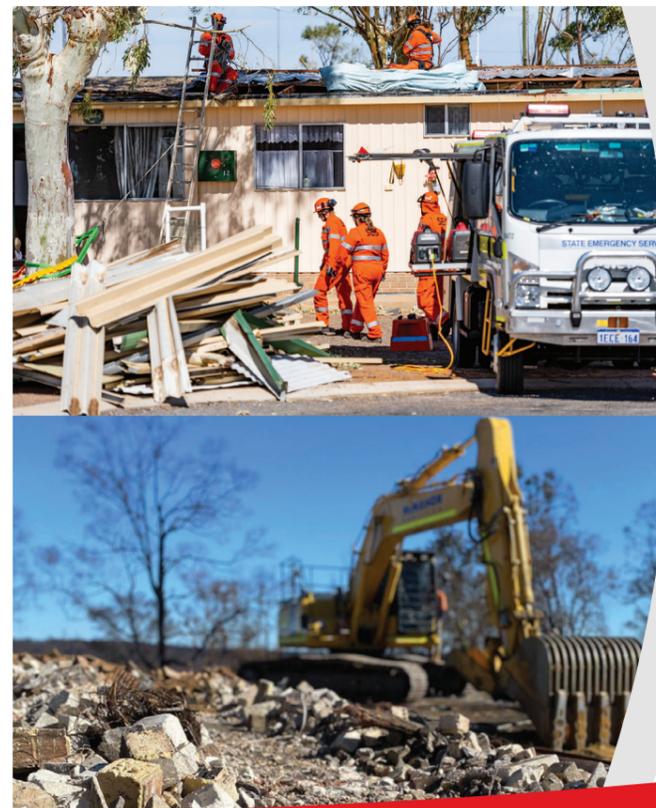
Tod Quartermaine, one of the first people to complete an apprenticeship with the company, said: "The social events [Melchor] put on are always a good time. From golf days to family events... I love how Melchor pushes for everyone to look out for each other's wellbeing and teaches us how to be there for someone during those tough times".

While Melchor recognise that workplace health and wellbeing is an ongoing commitment that requires continuous development, feedback like Tod's helps affirm it's on the right path.

Melchor hope that by prioritising mental health awareness from day one of an apprenticeship, it will result in employees continuing this same awareness throughout their careers.



Second year contracting apprentices, Dhontayne Berryman and Luke Furlong, with their take home gift bags following The Resilience Project digital presentation. Amongst Melchor merchandise, the cooler bags contained a copy of The Resilience Project book, a wellbeing journal, and a pair of 'Tradie Posisocks'.



## Part of a disaster rebuild process?

You could be eligible for extra funding.

Construction Training Fund (CTF) has introduced a Disaster Recovery Construction Training Grant, designed to support communities affected by the Wooroloo bushfires and Cyclone Seroja.

The \$3.5m investment over two years provides extra CTF support to employers, apprentices and trainees who are involved in the re-building process.

To find out about grants of up to \$6,000, visit [ctf.wa.gov.au/disaster-recovery-grant](http://ctf.wa.gov.au/disaster-recovery-grant)

Phone: (08) 9244 0100 | Email: [info@ctf.wa.gov.au](mailto:info@ctf.wa.gov.au)



# CATS innovates

CCF Member CATS Corporation pride themselves on providing innovative solutions to industry challenges, as well as creative ideas to make everyday construction methods easier and more streamlined.

CATS have taken a new approach to mould design and fabricated a mould that will enable the company to construct two profiles at varying embedment depths, with the one adjustable mould.

For more information contact CCF WA Member CATS Corporation on (08) 9458 6017 or enquiries@catscorporation.com.au



# Kerman wins big CBH contract in Kwinana

CCF WA Member Kerman Contracting have been awarded a major contract by the CBH Group for the design and construction of a bulk and liquid fertiliser import, storage and dispensing facility at CBH's export terminal in Kwinana. The Kerman contract is part of the total project budgeted at \$55 million with the facility storing 55,000 tonnes of bulk fertiliser and 32,000 tonnes of liquid fertiliser.

Site work is due to start in January 2022 and an expected project completion in first half of 2023.

"We are very proud to once again work with the CBH Group to design and construct this world class facility for one of our most valued clients," Managing Director Chris Kerman said.

"This contract is the culmination of nearly a year's work commencing with a competitive tender process and culminating in a negotiated lump sum contract that meets CBH's financial and operational goals."

# Personal alerts can be a smart investment, says Leica

Leica Geosystems, part of Hexagon, has announced substantial enhancements to its modular safety awareness solutions the Leica iCON PA10 and PA80.

Leica said committing to technology that integrates a collision avoidance system with a personal alert solution might be the smartest investment a company can make to improve productivity and safety.

The Leica PA10 Personal Alert combines a tag worn by personnel moving around on foot that can communicate with all machines and vehicles on site. There are three configurable alert distances, along with audio, visual and vibratory feedback to the pedestrian and visual and audible feedback to the machine operator.

Leica's PA80 integrates the personal alert solution with its MC1 machine control software and MCP80 panel. The machine operator receives visual and audible warnings directly on the in-cabin display. Pedestrians with a PA10 tag can trigger a

panic alert that will notify the machine operators or vehicle drivers with PA10 or PA80 within the 50 metre range. Integration into MC1 allows for less hardware in the cabin and one point of focus which will increase the operator's overview of the construction site.



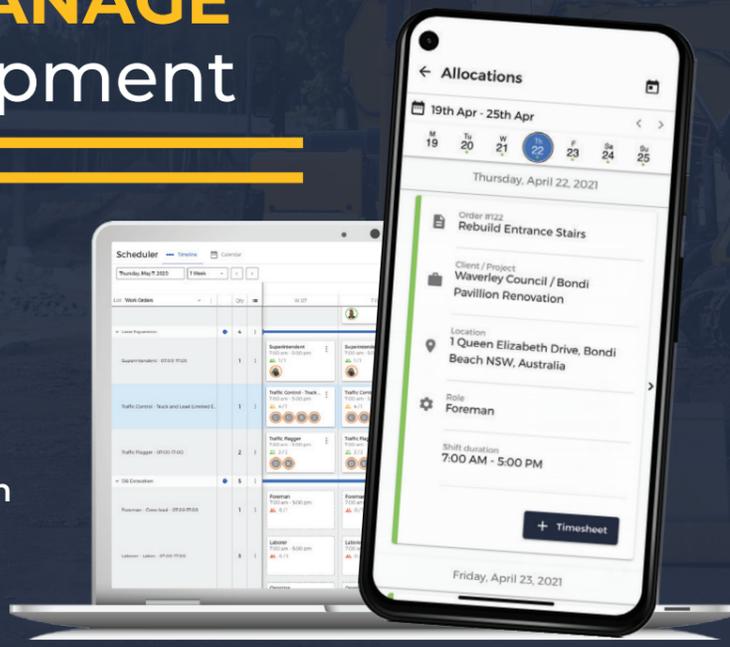
To learn more about the PA10 and PA80, contact CCF WA Member CR Kennedy on (08) 9489 8500.

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# Densford Civil celebrates 30th in style

CCF WA Member Densford Civil celebrated its 30th Anniversary at a function on Saturday, November 20.

Managing Director and founder Martin Bullock said 30 years was a significant milestone which couldn't have been reached without the support from Densford's people, subcontractors, suppliers and clients over the years. Mr Bullock paid tribute to Operations Managers Peter Campbell and Leigh Petherick, who he said had willingly taken on additional responsibility and guided the business through some challenging times, placing Densford in great shape for the next phase of its growth.

CCF WA CEO Andy Graham, who attended the anniversary celebration, thanked Densford for their strong support of CCF WA over many years.



## Position Partners introduces scale installation, calibration and servicing Australia-wide

New fleet of calibration trucks to service on-board scales for loaders, excavators, forklifts and other industrial weighing equipment.

Intelligent Positioning Solutions provider Position Partners has announced a new scale calibration service for civil, quarrying, mining and other heavy industries.

With a fleet of trucks, the company will provide nationwide installations, servicing, and calibrations for on-board payload systems fitted to loaders, excavators, telehandlers, forklifts and other industrial machines.

On-board scales are used to accurately measure and record material moved in load and haul applications, as well as warehouse and logistics applications. They assist in reducing wasted material, optimising the loading of road and mining

trucks, increasing safety and eliminating rework. Some systems are trade certified, enabling companies to transact on the measurements they provide.

"To ensure on-board scale systems are working accurately, it is important to have them serviced regularly," Construction Business Manager Josh Allan said. "This is even more critical for trade-approved loader scales, where customers are transacting off the system's measurements."

As the exclusive Australian distributor for Topcon Positioning Systems, Position Partners sells and supports the Topcon range of Loadmaster and Loadex scales, however the calibration service is available for most brands of weighing systems.

For more information call CCF WA Member Position Partners on 1300 867 266 or visit [www.positionpartners.com.au](http://www.positionpartners.com.au)



## Rammer releases BIO Tool Grease

As part of Rammer's aim to help support more sustainable rockbreaking operations, it has launched Rammer BIO Tool Grease, a high-performance biodegradable grease for hydraulic rockbreakers, developed in collaboration with key customers in mining, construction and demolition to help them actively reduce the impact of their operations on the environment.

BIO Tool Grease is safe for use in areas with strict building codes like urban and city sites, in underwater applications, and in environmentally sensitive locations like groundwater areas.

The special formulation includes a thickener, which together with

the biodegradable synthetic base oils makes it suitable for both high and low temperature applications. High water resistance makes Rammer BIO Tool Grease suitable for underwater applications and provides a high level of corrosion protection.

BIO Tool Grease is suitable for automatic greasing devices Ramlube I, II and III, for lubrication on Rammer hydraulic rockbreakers or for manual greasing on any breakers.

For more information contact the authorised dealer for WA - CCF WA Member Total Rockbreaking Solutions on 1300 921 498 or visit [totalrockbreaking.com.au](http://totalrockbreaking.com.au)

## Coates unveils sustainability strategy

CCF WA Member Coates has unveiled its first sustainability strategy, committing to achieving net-zero emissions by 2040, with mid-term targets of a 30 per cent emissions reduction on 2020 levels by 2026, and a 50 per cent reduction by 2030.

CEO Murray Vitlich said Coates have a vital role to play in Australia's drive towards net zero emissions and its first sustainability plan recognises that sustainability is a key aspect of the company's current and future business success.

"Through this important work, we aspire to strengthen the resilience of our people, our customers and our planet by playing our part in the circular economy," Mr Vitlich said.

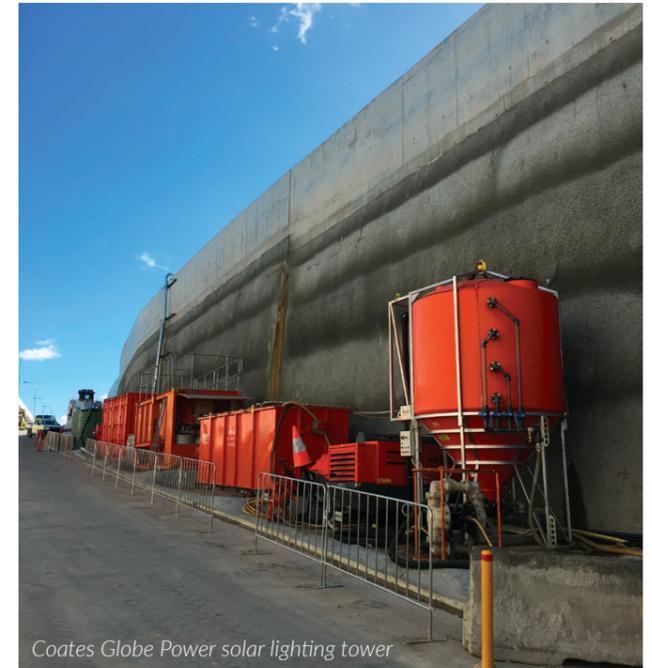
The circular economy concept is based on the principles of designing out waste and pollution, keeping products and materials in use and regenerating natural systems. Underpinned by a transition to renewable energy sources, the circular model builds economic, natural, and social capital.

Projects Coates has begun or will undertake include implementing a LED lighting program, installing solar panels at its sites, progressing its electric and hybrid vehicle roadmap, and establishing minimum standards for energy efficiency for new buildings.

Coates is also establishing circular systems plans for all major product categories. Working across three phases of design and manufacture, use, and end of life, these plans will guide sustainability outcomes at each stage of the equipment's development and use, including working with its supply chain to reduce energy use and emissions, optimising materials efficiency

and reducing waste through improved design for disassembly and recycling.

Customers can now also use blended biodiesel up to B7 in Coates' diesel engine-powered plant and equipment.



## New CCF WA Member Benefit from Assignar

Assignar is offering CCF WA members an exclusive schedule and track pack - sign up and receive a free GPS tracker for every bundle of 5!

This winning combo has been designed to assist you with all your common issues.

With this pack you can:

- Collect timesheets, tickets and safety forms in real-time.
- Manage worker compliance with alerts on expiring competencies.
- Allocate with ease with drag-and-drop scheduling.
- Collect real-time data on fleet and driver behaviour.
- Understand and stop idle behaviour and fuel theft.

Don't miss out on this exclusive offer. Assignar understands you need to know where your equipment is located and whether it is operational. For planning purposes, you need to find the asset that's closest to the job site, keep track of distances travelled and the fuel used.

For more information and to discover why more and more contractors are moving to Assignar's GPS Tracking visit [www.assignar.com/au/lp/gps-tracking/](http://www.assignar.com/au/lp/gps-tracking/)



# Rethinking the skills gap

## Tailoring apprenticeships and traineeships to futureproof your business

Results of an industry survey conducted in June by CCF WA showed the civil construction industry needs 3,900 extra workers, and that number is growing fast.

By acting now, and taking advantage of the industry, state and federal funding available for recruiting apprentices and trainees, businesses can fill their skills gaps and ensure they're well equipped for the future.

The Apprenticeship Community's State Manager Jo Eagle, and CCF WA member, said carefully approaching workforce planning can help businesses confidently tackle WA's civil construction boom.

Working with an Australian Apprenticeship Support Network (AASN) provider can give you free support to plan your workforce, recruit, onboard and apply for funding to take on new employees.

"Apprenticeships and traineeships are the best way for businesses to protect themselves from the growing skills gap," Ms Eagle said.

"We want employers to know that it doesn't need to be complicated, expensive or time consuming to take on apprentices or trainees.

"We're here to guide employers on the right qualifications for current and future staff and secure wage subsidies and funding. It's all about their specific business needs and not a one-size-fits-all approach."

### Blending training: less time off the tools, more time on site

Many employers are concerned that apprenticeships and traineeships will need them to be heavily involved and will have their team off the tools studying when work needs to be done.

A blended approach is a smart strategy that helps businesses overcome these concerns. The Apprenticeship Community works with select Registered Training Organisations (RTOs) to deliver structured, tailored training solutions.

Carey Training is one RTO working with The Apprenticeship Community using this

approach. It sees most learning done on the job, rather than in a classroom.

Carey Training's State Manager Lisa O'Neill said project timelines are considered when planning the training schedule, so training is done in the best order and staff don't need to be taken off the job. This maximises workforce productivity from the start and ensures no job gets delayed.

"For example, if you've got staff working on a roads project, we'll schedule training so they're on the excavator for the first part of project, not mid-way through," Ms O'Neill said.

"We build project goals into the qualifications and assessments."

Tailoring training through an RTO also means that roles can be moulded to help achieve specific business goals, such as diversity and inclusion targets. Recently The Apprenticeship Community and Carey Training worked with a large mining and construction company to successfully deliver their diversity traineeship contract. Together, they created 26 roles and training plans for women and Aboriginal and Torres Strait Islander peoples. Roles filled included apprentice and trainee administrators, trade assistants and labourers.

With some civil construction roles taking years to gain the skill level needed to work on complex infrastructure projects, hiring out-of-trade apprentices or trainees is another smart option to bridge skills gaps quicker. The Apprenticeship Community's out-of-trade register connects employers with quality second, third and fourth year apprentices.

### Help applying for funding

Just like blended training, Ms Eagle said The Apprenticeship Community can help secure wage subsidies and funding that suits your business needs and values.

"If you're keen to claim up to 50 per cent of your apprentice or trainee's wages, we recommend locking in a chat with us before Christmas," she said.

"Demand is at an all-time high for the



Jo Eagle, State Manager at The Apprenticeship Community

Boosting Apprenticeship Commencements (BAC) scheme as we edge closer to March 2022, when the financial assistance will run out. We're going to be busier than ever at the start of 2022!"

Under the BAC scheme, any business that engages a trainee or apprentice before March 2022 may be eligible for a subsidy of 50 per cent of wages paid to a new or recommencing apprentice or trainee now for a full 12-month period, from the date of commencement, up to a maximum of \$7,000 per quarter.

Businesses can also apply for industry funding through the Construction Training Fund (CTF).

### About The Apprenticeship Community

The Apprenticeship Community is a not-for-profit organisation that's well-established in the community. It's team of experts can help you with:

- Funding advice.
- Recruitment and onboarding.
- Apprentice and trainee mentoring.
- Mental health tools and resources.
- Community connections.
- Ongoing wraparound support.

To find out how much funding your business is eligible for call (08) 6165 3362 or visit [www.funding.apprenticeshipcommunity.com.au/contact](http://www.funding.apprenticeshipcommunity.com.au/contact)



## What we do

### Employer Reddifund Benefits

#### Redundancy

- Contributions are tax deductible in year made
- Avoid accruing significant liabilities
- No administration fees
- Assist in complying with your employee redundancy legal obligations
- Less administration and paperwork

#### Mutual Benefit Fund & Income Protection

- Employee engagement
- Staff retention
- Employer of first choice
- Improvement in productivity
- Cover for accident & sickness

#### Mates in Construction Sponsorship

- Train workers in the workplace to improve mental health and suicide prevention
- 24/7 Helpline available
- Potential reduction in injuries at work

### Employee Reddifund Benefits

#### Redundancy

- Provides financial security
- HBF Health Insurance discount up to 12%
- HIF Health Insurance discount of 12%
- No administration costs
- Easy access to your account

#### Mutual Benefit Fund

- Journey Cover
- Travel Cover
- Death and Funeral Cover
- Ambulance Cover
- Childcare Cover

#### Income Protection

- Up to \$1,500 + Super per week
- Waiting period 21 days
- Cover up to 104 weeks
- Death benefit \$300,000



We are proud to be a major sponsor of **MATES in Construction WA** which provides invaluable support to workers & families in the WA Building and Construction Industry.



**ReddiFund**  
More than Redundancy

# Learning courses for the Western Australian civil industry

Created for the civil industry, by the industry, the Institute of Civil Infrastructure (ICI) delivers civil industry specific courses for leading hands, site supervisors, project managers, engineers and chief executives.

The ICI gives anyone managing people in the civil construction industry a structured, continual learning and professional development program that also provides recognised standards.

Course outcomes are controlled by civil industry leaders and learning is provided by experts with civil experience. Courses have a 2-4-hour duration and are delivered in small groups via live stream so participants can interact with each other and the presenter.

“Here at Cherrie Civil we are continually looking at formal training for our employees. ICI courses are delivered by current industry professionals and very focused to each area. The variety of courses can cater for all levels of learning from business owners to blue collar workers. Our employees are motivated after doing the courses, they thrive on learning new skills. It’s a win-win for the individual and the business” - Stephen Cherrie, Cherrie Civil Engineering.



Supporting people's futures

“As the Managing Director of a Civil and Construction company, I have found the courses to be well thought out, very applicable and well presented. As a company we have signed up around twenty of our staff to do various courses and we have seen a marked improvement across our supervisors and managers in a relatively short period of time” - Richard Pottie, Ladex Construction Group.

### ICI's courses include:

**Leading to achieve high performing Teams** – this 4-hour course equips managers with techniques to build high performing teams, keep them motivated and challenged. You will be able to identify a range of tools that can assist you when dealing with the day-to-day leadership of your team.

**Leadership can be taught** - The fundamentals and mindset of Leadership – this 4-hour course equips supervisors and managers to understand what leadership is, what their own leadership mindset is and how that impacts and influences the people in their team. You will be able to differentiate the relationship between your mindset and behaviour and how it impacts on getting the desired results.

**Negotiation and influencing skills** – this 4-hour course will enable you to identify when to apply influencing skills, when and whom to collaborate with and how to negotiate to get the desired outcome.

**Effective Management Skills for Managers** – this 4-hour course will equip managers with the underpinning knowledge and leadership essentials for managers. Participants will gain knowledge in core leadership concepts, problem solving and decision-making skills.

With more than 70 courses are available, a complete course list and booking portal can be found at [iciaustralia.com](http://iciaustralia.com)

# Governance training for your employees

The Tap into Safety Integrated eLearning Platform now has several governance courses to help you to adhere to your ESG requirements, including:

- Cultural Awareness and Communication.
- Diversity and Inclusion.
- Understanding Modern Slavery.
- Supporting LGBT+ in the Workplace.
- Anti-Bribery and Corruption.

Tap into Safety's online and mobile-friendly training uses microlearning to teach employees about their obligations. All courses have an assessment, certificate and comprehensive reporting.

As a client on the platform you have access to all 110+ courses on safety, leadership, governance, compliance and mental health literacy.

For more information visit [CCF WA Member Tap into Safety's website at www.tapintosafety.com.au/governance-training-courses/](http://www.tapintosafety.com.au/governance-training-courses/)



# Ask Brentnalls WA

With Tony Monisse

Infrastructure Australia's recent Infrastructure Market Capacity report looked at the significant challenges industry will face to deliver an unprecedented wave of investment nationwide on major public infrastructure projects over the next three to five years. This will create enormous demand for plant and equipment, civil trades, and labour and materials.

From a strategic perspective, there is helpful information in the report in terms of where potential opportunities are over the next few years; and the challenges and constraints that will allow you take advantage of those opportunities.

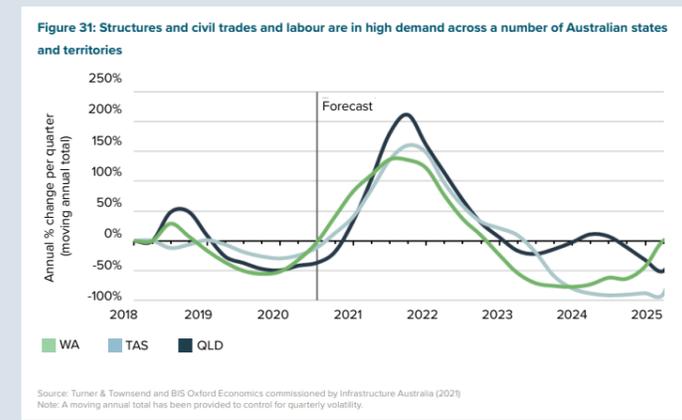
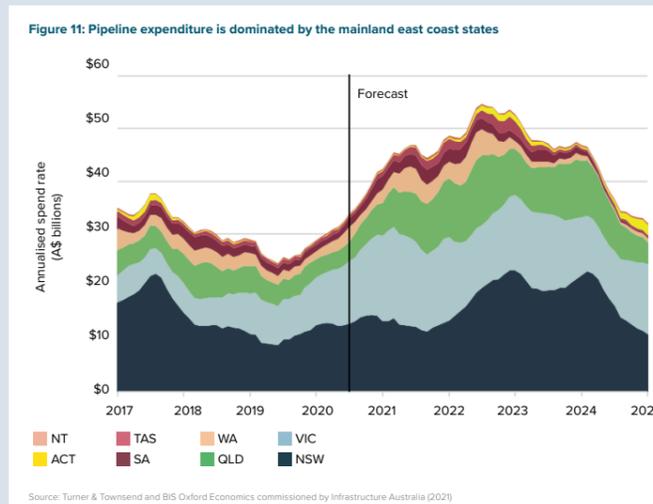
In the current environment and from talking to business owners, I think biggest challenges and constraints for business are:

- There are too many opportunities and not enough capability and capacity.
- There is lack of focus on what drives sales, profit and cashflow, and often no forward look on cashflow.
- The leadership team is not always on the same page, and this is impacting on culture and staff retention.
- There is increase fatigue and stress and there is the risk of staff burnout and low staff retention in an already tight labour market
- Everyone is busy, meaning there is no time out to review where the business is at and where it is going.

With the above challenges and constraints, it is important for all businesses to:

- Be clear on where they are going to play (target market), how they are going to win in their target market (competitive advantage) and what capabilities they require.
- Develop a compelling employee value proposition which attracts, develops and retains employees. A key factor that will drive this is a cohesive leadership team and the culture that is created.
- Actively manage their supply chain and transport for equipment, parts and supplies.
- Review their financial statements and understand the key drivers of sales, profit and cashflow and forecast the cash position of the business.
- Take time out with the key leadership team at least each quarter to review red flags and opportunities, actual and forecast results versus targets, and agree on the key actions to be achieved in the next 90 days.

They say the biggest question in strategy is what you say no to – this is most relevant in current times.



Tony Monisse is a Director at Brentnalls WA, a CCF WA Associate Member firm.

If you have any questions on any of the above or would like some guidance on forecasting and financial management in your business, please contact Chris directly on (08) 6212 7200.

# Your Future, Your Super legislation – what it means for employers

From November 1, 2021, the Your Future Your Super (YFYS) legislation will see individuals 'stapled' to the first super fund they join. They will be linked to this super fund and it will follow them throughout their working life - unless they choose a different fund.

While there are several reforms including a YourSuper online comparison tool and an annual performance test, stapling will have the biggest impact for employers and those changing jobs.

- Employers must provide a new employee with a Choice of Fund form within 28 days of them starting.
- New employees can choose to join the employers' default super fund or nominate their preferred super fund by completing a Choice of Fund form.
- If a new employee doesn't make an active choice of fund, employers need to use ATO Online Services to determine their stapled super fund.
- If a new employee has more than one super fund, the ATO will determine the employee's stapled fund based on a set of rules. These may include factors such as when the account was created, how recently contributions were made and the account balance.
- If a new employee doesn't have a stapled fund and doesn't make an active choice of fund, you must pay their super into

your default super fund.

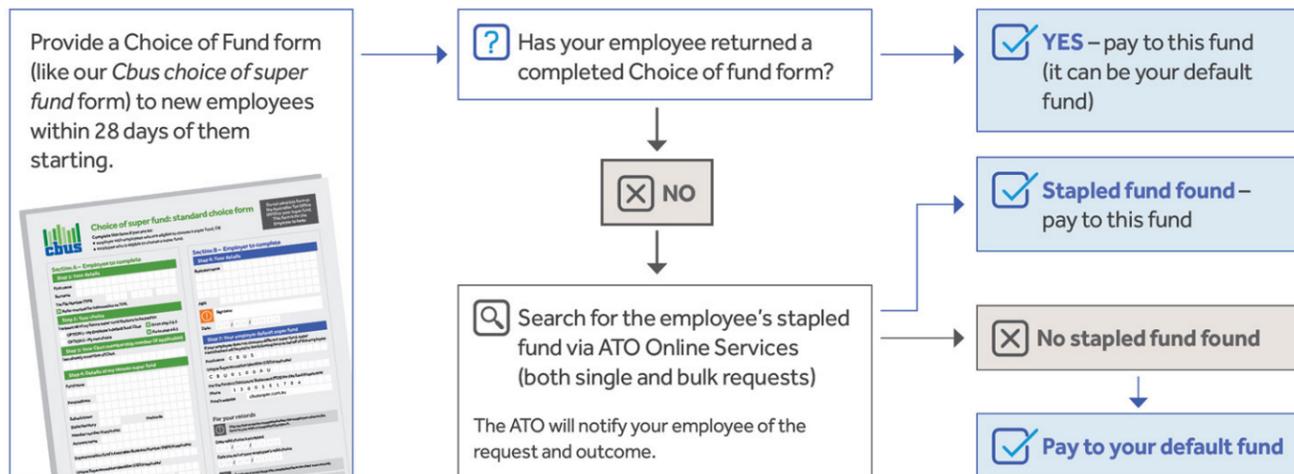
- You can't use ATO Online Services to look for your new employee's stapled fund if they haven't started work. They must be employed by you when you request the stapled fund information (you can only make the request from the first day they are on your site and on payroll). To make a request, you must have lodged either a Single Touch Payroll event or a TFN declaration.
- When you request a new employee's stapled fund information from the ATO, your new employee will receive notification of your request.

For the most up-to-date information visit: [cbussuper.com.au/stapling](http://cbussuper.com.au/stapling)

Cbus' Trustee is United Super Pty Ltd. ABN 46 006 261 623 AFSL 233792 Cbus ABN 75 493 363 262

This information is about Cbus. It doesn't take into account your specific needs, so you should look at your own financial position, objectives and requirements before making any financial decisions. Read the relevant Cbus Product Disclosure Statement to decide whether Cbus is right for you. Call 1300 361 784 or visit [cbussuper.com.au](http://cbussuper.com.au) for a copy. Also read the Target Market Determination at [cbussuper.com.au/tmd](http://cbussuper.com.au/tmd)

## How to choose the right super fund for a new employee



# Know your counterparty: the power of public searches

By Murray Thornhill, Director and Daniel Morris, Special Counsel, Building and Construction | Dispute Resolution

Whether you are deciding if you should form a new business relationship or if you should cut your losses at the end of one, it is important to consider the financial position of the other parties involved.

Working out the financial position of a person or entity can feel like guesswork. But you may be surprised to learn that simple searches of some basic public records will typically tell you most of what you need to know.

If you are looking into a company's affairs, a good place to start may be a company extract, publicly available for a fee from the Australian Securities and Investments Commission (ASIC). From that simple search, you can see, for example:

- whether and how often the company's directorships have changed and so, how dedicated and stable its leadership is;
- whether the same people who direct the company are also its shareholders and so, have "skin in the game";
- how long the directors and shareholders have been in business;
- how close the directors and shareholders are to retirement;
- whether older director/shareholders who may be headed towards retirement nonetheless have an interest in preserving and growing their enterprise for their children and grandchildren – which may be inferred, for example, from the holding of shares by, or movement of shares to, a Self-Managed Super Fund or the Trustee of a Family Trust; and
- the volume of business the enterprise is turning over, which may be inferred from the number of credit searches that actual or prospective creditors have done over the previous 12 months.

One kind of ASIC search that may prove useful when investigating a (non-corporate) individual's financial affairs is a Personal Name Search. This search will reveal all the private (i.e. non-ASX-listed) companies in which an individual owns shares or is a director (or both). You may then decide to drill deeper into their commercial affairs by searching some or all of the companies that a Personal Name Search reveals. You may even find some interesting connections between the entities in which the person you are investigating has an interest. Such connections may give you comfort about your target's financial means and security (such as where they point to a well-coordinated and protected family enterprise), or it may put you on your guard (such as where it points to a possible attempt to hide cash and assets from creditors or directors treating company money and assets as if they were their own).

The Personal Property Securities Register (PPSR) may also be a useful resource in assessing the financial viability of a person or company with whom you are thinking of entering, or exiting, a business relationship. A grantor search on the PPSR will identify the other party's secured creditors, what property they

hold security against and what kinds of security interest they hold. If, for example, a PPSR search shows that a trade supplier connected with the other party's business holds a current Purchase Money Securities Interest against them, you may take comfort in inferring that your target or its company is turning over a good trade. If, on the other hand, you find a series of All Present and After Acquired Property Securities Interests (a favourite of financiers) being progressively passed down from the Big Four banks to second-tier lenders to "Loan Sharks are Us", you may wish to rethink that joint venture arrangement with your target!

Last but not least is the Land Titles Search. It is rare for companies to own land: not so for individual traders or the individuals that are the shareholders and directors of companies. And it is not just a person's current landholdings that these searches reveal. They can also tell you such things as:

- whether your target's landholding is encumbered by a mortgage or other charge;
- how long any mortgage has been registered against the title (which may allow you to infer how much equity your target has accrued in the asset); and
- whether, when and how often any loan secured by mortgage or other charge has been refinanced (and so, whether there is any cause for concern about the possibility of financial distress, either on the part of the landowner or of a company that the landowner may be trying to prop up with their own money or borrowings).

These are just a few observations on only some of the searches that can be made. Conducting and interpreting due diligence searches into individuals and companies is often a more complex task than clients expect. Legal and accounting advice is essential to get the full picture and so that all issues and potential inquiries can be made before taking a step that depends on the financial position of the other party, be it a business venture, an investment opportunity, debt recovery, negotiation or litigation.

Find out more at [www.hhg.com.au](http://www.hhg.com.au)



Daniel Morris



Murray Thornhill

# 2021 CCF WA – Brooks Equipment Golf Day

More than 220 CCF WA Members enjoyed this year's sold-out CCF WA – Brooks Equipment Golf Day at Joondalup Resort on Thursday, November 25, 2021. A big thank-you to everyone who came along, with your generous support, we raised \$7,471 for MATES in Construction WA to help support MATES in the vital work they do to reduce suicide among construction workers.

Special thanks to our major sponsor Brooks Equipment Sales, and cart sponsor JCB Construction Equipment Australia.



# CCF WA Earth Awards

On Friday, October 1, 2021, the 2021 CCF WA Earth Awards were held at Crown Perth. Thank you to all winners and finalists for sharing your projects so our industry could come together and celebrate excellence in civil construction, delivering essential and transformative infrastructure for our state. You can read more about the winners and finalists entries in the Earth Awards Special Feature on pages 25-49.

Thanks also to our 2021 Earth Awards major sponsor Protech Group and supporting sponsors Lavan, Dial Before You Dig WA, Brooks Hire, Offroad Trucks Australia, Ledge Finance, Enviro Infrastructure, Alcolizer Technology, Dieci Australia and AllWest Plant Hire.



## Willis Towers Watson

Willis Towers Watson empowers its clients with greater oversight and strategic control over the management of your risk profile. Its risk-led approach gives you confidence you are receiving advice on the best and most cost-effective insurance solution for your needs, complimented with value-add services like an insurance gap analysis, loss modelling and limit validation.

The company also provides a market leading, holistic approach to workers' compensation and return to work services, assisting your injured employees to get back on their feet and back to work sooner.

Willis Towers Watson's service offerings are underpinned by its proactive and proven claims management solution for all your risk exposures.

It operates on the guiding principle that its claims response, support and management are a critical measure of its effectiveness.

Willis Towers Watson's highly motivated and experienced team is committed to providing you with the best service possible. With a wealth of local, relevant industry experience, together with global reach, Willis Towers Watson aims to build strong and trusted partnerships with all of its clients.

For more information visit CCF WA Member Willis Towers Watson's website [www.willistowerswatson.com/en-AU](http://www.willistowerswatson.com/en-AU)

**Willis Towers Watson** 

## Directions Workforce Solutions

Directions Workforce Solutions is a WA owned and operated not-for-profit group training company providing skills and workforce solutions to businesses large and small.

Directions partner with business to identify their unique needs and capacities and help to address their workforce challenges – from being able to confidently tender on government funded projects knowing training and workforce targets are addresses, to ensuring access to professional support that understands the industry and works within project timelines.

By using Directions' fully managed model, businesses can mitigate the risk, resource and time demands of employing and managing apprentices and trainees, providing cost effective support to human resources teams by coordinating off the job training, on the job monitoring, progress updates, and advice and assistance with workplace health and safety. As the legal employer, statutory requirements including workers compensation insurance, injury management and return to work programs are managed by Directions.

Directions are able to guarantee training across all areas required by the apprenticeship. Solutions are developed on a case-by-case basis that support the workforce needs of the business while ensuring the apprentice gets a comprehensive training experience across their term.

For more information contact CCF WA Member Directions Workforce Solutions on (08) 9274 8502.

**Directions**  
Workforce Development  
Apprenticeships  
Training  
Careers



### Got news?

CCF WA Members can send us news any time for *The CCF Bulletin*, *The CCF E-Bulletin*, and our social media channels.

Email news and/or high-resolution photos to [ccfwa@ccfwa.com.au](mailto:ccfwa@ccfwa.com.au)

## Brooks back into power, water, and air

When Doug Brooks started Brooks Hire, operating from a tin shed in Eneabba back in 1979, the first piece of equipment he purchased was an air compressor. As the business grew, the Brooks Hire fleet expanded to include heavy mining and construction equipment such as excavators, loaders, graders, and rollers. Customer demand for the heavy equipment meant that generators, pumps, and compressors were slowly phased out of the fleet.

Now, in 2021, Managing Director Stuart Brooks has reintroduced a specialist Power, Water, and Air division to the Brooks Hire fleet, with a range of brand new generators, pumps, air compressors, and light towers.

"We wanted to make sure that our customers have access to quality construction equipment in all categories," Mr Brooks said. "We've researched quality brands to make sure our equipment stands up in the toughest Australian environment."

In the generators category, Brooks Hire has chosen quality Italian manufacturer Genmac to supply their units. Their smallest model is a 5kVA Combiplus that can supply power for up to 15 hours without having to be refuelled. From there, they have silent generators that go all the way up to 1700kVA, perfect for heavy industrial applications.

The pumps fleet features diesel surface dewatering pumps, high head diesel pumps, and electrical submersible pumps for de-watering, sludge, and slurry. There is also a range of pump accessories available including standpipe packages and water storage tanks. All Brooks Hire pumps are manufactured in Italy by Atlas Copco and Euromacchine.

When it comes to air compressors, German manufacturer



CEO Doug Brooks with a CompAir compressor that he purchased in the 1980s and Managing Director Stuart Brooks with a brand new 2021 model.

CompAir has been Brooks' preferred brand since the early days.

Brooks also has an extensive range of Atlas Copco and Chicago Pneumatic compressors that range up to 2150cfm.

Brooks Hire has appointed Product Manager Ben Cook and Product Specialist Mitch Foxon to oversee the Power, Water, Air division. Both have an extensive background in this field. "We have the technical expertise to engineer a complete dewatering or power generation solution for your company," Mr Foxon said.

"Our equipment is on the ground, right now, ready to work."

Brooks Hire's fleet is available for short-term or long-term hire, and can be delivered to any jobsite in Australia. View their entire range at [www.brookshire.com.au](http://www.brookshire.com.au)

## Icarus 40.17 is built for purpose

The Icarus 40.17 fixed telehandler is a reliable and versatile machine with a maximum capacity of 4 tonne and lifting height of 16.9 metres. With EWP options available, this telehandler excels in applications such as new constructions and maintenance works and even the assembly of large renewable energy plants and wind farms.

Equipped with hydrostatic transmission, automatic gearbox, inching pedal control, and a zero-shock system to ensure a high degree of operator comfort, there's also a wide range of accessories available including lifting hooks, excavation and aggregate buckets, grippers for cylinders, pipes and tyres, centering handlers, and passenger baskets.

The Icarus 40.17 has been fitted with a separator pre-air filter to prevent the entrance of dust and abrasive particles allowing greater efficiency and longer engine life and all Dieci telehandlers are equipped with a ROPS - FOPS approved cab.

Dieci Australia offers a range of telehandlers with capacities from 2.5 to 21 tonne and lift heights from 5.8 to 24.1 metres.

Rotational models are also available with 360° continuous and 400° non continuous rotation.

For more information contact Kim McClymans at CCF WA Member Dieci on 0499 100 920 or visit [www.dieciaustralia.com.au](http://www.dieciaustralia.com.au)



# CCF WA welcomes new Members



## Carey MC

www.careymc.com.au  
Phone: (08) 6465 8000  
Email: admin@careymc.com.au  
CareyMC is the Civil and Construction division of one of Australia's largest and longest running Indigenous Contractors, providing services in the mining, rehabilitation, civil, construction and training sectors. With a vision of Creating New Horizons for Indigenous People through Business, Carey strives to provide quality outcomes for our clients whilst creating opportunities for Indigenous people through employment and enterprise opportunities. Carey's civil and construction division has experience and capacity in various fields, including roadworks, bridges, marine structures, foundations, building works, demolition and asbestos remediation.

## Manheim

www.manheim.com.au  
Phone: 0409 122 174  
Email: remarketingwa@manheim.com.au  
As one of Australia's leading provider of automotive remarketing services, Manheim caters for the needs of a range of industry sectors. Products include passenger cars, commercial vehicles, light and heavy trucks, motorcycles, boats and recreational vehicles as well as machinery, plant and equipment. Manheim also provides specialist services to the insurance industry for the remarketing of damaged items from these sectors. Manheim hold weekly trade and public auctions for passenger cars and commercial vehicles, 4WDs and damaged vehicles while truck and machinery auctions are held monthly.

## Willis Towers Watson

www.willistowerswatson.com  
Phone: (08) 9214 7400  
Email: sean.condo@willistowerswatson.com  
Willis Towers Watson is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. They design and deliver solutions that manage risk, optimise benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Their unique perspective allows them to see the critical intersections between talent, assets and ideas – the dynamic formula that drives business performance.

## Little Diggers

www.littlediggersrockingham.com.au  
Phone: (08) 9528 1269  
Email: cam@littlediggersrockingham.com.au  
Little Diggers is your local excavator, skid-steer and posi-track hire expert. Little Diggers specialises in earthmoving and access equipment for civil construction contractors, local governments, builders and other service providers. They have a broad range of equipment big enough to get the job done and compact enough to access narrow work-spaces. At the push of a button, you can make a booking online 24/7 from your smartphone or computer.

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(08) 9528 1269

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# 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.

PSC Workplace Solutions can provide support for CCF members to manage the cost of Workers Compensation claims and support employees with their return to work.

## **Lower claims cost = lower premiums.**

Civilsure is our packaged insurance policy established especially for CCFWA members. It allows you to take advantage of scheme premium rates and lower premiums for extensions such as Principals' Indemnity.

It also includes key benefits that are important to the civil contracting industry including the protection your valuable Plant and Machinery requires. PSC also recognise the importance of managing difficult contractual agreements; we can assist CCFWA members to manage the insurance issues related to contracts.

**For more information contact Jarrad Sewell: (08) 9382 7814  
or email: [jsewell@pscinsurance.com.au](mailto:jsewell@pscinsurance.com.au)**

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