



# WESTERN AUSTRALIAN CIVIL CONSTRUCTION INDUSTRY & TRAINING AWARDS

## *Nominees Special Feature*

CCF WA's Industry & Training Awards are our annual celebration of individual and corporate excellence in the Western Australian civil construction industry. And just like our industry, the Awards are growing in size and stature, with a record 133 nominees this year across 21 categories. The award winners will be announced at the Industry & Training Awards Gala Dinner on Friday, May 5, 2023 at Crown Perth.





## Adrienne Gloster – Directions Workforce Solutions

Adrienne is a conscientious apprentice who after completing high school, used her gap year to travel and explore different career options before commencing an electrical apprenticeship. Adrienne was drawn to undertaking an apprenticeship as it would result in a nationally recognised qualification and increase her future job opportunities. Adrienne has also embraced the non-technical skills that are a focus of Directions' apprenticeship programs; those skills that contribute to developing a well-rounded employee who can fully participate and contribute to their organisation and their team, as well as a skilled tradesperson. In the two years she's been undertaking her program, Adrienne has already shown her ability to developed strong interpersonal skills and team skills,

including communication with colleagues, how to organise yourself and a team through a project or week, how to build trust with your teammates and work towards shared outcomes. Adrienne's communication skills development to date show her ability to recognise where to change between professional and casual forms of communication, how to talk to clients and using appropriate language. Adrienne has also very quickly identified and adopt self-checking, using plans and drawings to self-evaluate her work.



## Reece Huisman – Brooks Hire Service

Reece Huisman is a third year Apprentice Heavy-Duty Diesel Mechanic. Prior to working for Brooks, Reece had minimal mechanical experience, however he has shown a very keen aptitude for the trade and is now confidently completing mechanical tasks well above his expected level. Reece was chosen as a worthy nominee for this award by his trainer, Warren Napier, Workshop Foreman at Brooks Hire, Canning Vale. Warren has been particularly impressed with Reece's positive attitude towards learning new skills and being able to translate these skills into real work- place situations.

Reece's favourite aspect of the apprenticeship is having something different to do every day. He is looking forward to becoming a trade

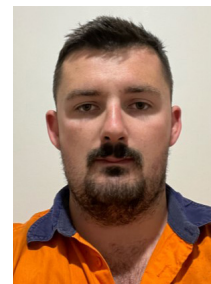
qualified Heavy-Duty Diesel Mechanic. In addition to this, Reece has been proactive by attaining a Forklift License, and Boat License in his own time. He also plans to obtain an HR License to further extend his skill set. Reece attends TAFE regularly with positive feedback from his trainers. His strong work ethic and positive attitude is reflected in the classroom, as well as in the workshop. Reece is a popular team member, who shows strong leadership qualities.



## Daniel Mapley – Downer

Daniel's commitment to upskilling – completing Certificate III qualifications in both Mobile Plant Technology and Rail Infrastructure – while supporting high requirements of operational works schedules is absolutely remarkable. His passion and skills in the railway industry have enabled him to take his career to a new level, and his dedication has earned him the respect of his colleagues and supervisors alike. During 2022, Daniel has also shown outstanding performance in his role as a Lead Tamper Operator. He has demonstrated exceptional knowledge and skills in operating complex machines, maintaining them, and fault finding when needed. Throughout his journey, Daniel has shown exceptional teamwork, leadership and problem-solving skills.

He has a great ability to communicate with his peers, supervisors, and clients, making him an effective collaborator. He has taken the initiative for greater responsibilities and has shown excellent time management skills. The knowledge and experience Daniel has attained as part of his apprenticeship has allowed him to excel in his role, while his technical expertise and attention to detail have been instrumental in his ability to undertake tasks effectively and efficiently.



(Continued)

*Proudly Sponsored by*





# Apprentice of the Year (Non-Civil)



## Marshalti Moyo – WA Limestone

At 33 years old, having previously completed a degree in Bio-Science at UWA and working in this field of expertise, Marshalti decided it was not for him and put himself through a pre-apprenticeship course at TAFE to enable a career change in Heavy Diesel mechanics. After completing two weeks of work experience through TAFE at WA Limestone, it was clear that Marshalti was a standout. He was offered an apprenticeship in September 2021 prior to the normal apprenticeship intake in January. He quickly excelled and was eager and willing to volunteer for any task at any time with a positive attitude and always achieved his tasks with good results. An example of this is he volunteers for the not so pleasant

task of chipping concrete mixers at the concrete plants, a dusty, labour-intensive task that is completed after hours. Marshalti is a very reliable, highly determined and hardworking apprentice and has become an asset to the WA Limestone business. Investing in Marshalti both on and off the job will produce a quality tradesman with a great skillset with a wide variety of machinery.



## Josie Nelson – RJV

During a 5-month part time support role in the RJV workshop while she completed her certifications at Motivation Foundation role, Josie showed great enthusiasm and initiative and we were delighted to offer her the opportunity of an apprenticeship as a light vehicle mechanic in mid-2022. She graciously accepted and become RJV's first female apprentice mechanic. Our workshop manager Brian said he hadn't seen anyone so excited and grateful to be presented with an opportunity!

Josie has shown exceptional growth in the role and is now able to complete with confidence the daily workshop safety inspections – identifying hazards or improvements, in addition to completing scheduled servicing

and inspections using diagnostic tooling to resolve faults and calibrations.

Josie has always showed a proactive approach to learning new skills and has quickly come to understand RJV's methodology - there is a great deal to learn in a company that allows and encourages its team members to contribute at all levels. We hope she will inspire many more women into mechanical roles both here at RJV and in the industry as a whole.



## Robert Woods – Melchor Contracting

Robbie is a proud Noongar/Wongi young adult who commenced a Carpentry Apprenticeship with Melchor Contracting in 2020, after completing a Certificate III in Building and Construction during his Year 11 and 12 studies. Since joining Melchor, Robbie has been a standout performer. Robbie is consistent with his attendance to work and TAFE and is always willing to take on extra training courses and tickets to further expand his already multi-disciplined skillset. Robbie displays a calm and level-headed approach towards his training. We receive consistent feedback from our Leading Hands that Robbie's willingness to listen and absorb knowledge is second to none. We have

found many of our other apprentices look to Robbie as a standard they aim to replicate. A young leader in this group, Robbie forms natural connections with his peers. He helps them to navigate their own experience, and aids as a link between the other apprentices and site management. As a role model, the influence Robbie has over other apprentices has helped to create an environment of accountability, each committed to completing their training.



## Jack Young – WA Limestone

Jack started his apprenticeship in Certificate III in Engineering – Mechanical Trade (Plant Mechanic ZG/Z) for WA Limestone early 2022. During his pre-apprenticeship, Jack came through the Bibra Lake Workshop undertaking work experience where he made it clear very quickly, he was a worthy candidate of an apprenticeship. Jack is now midway through the second year of his apprenticeship and striving - he constantly proves he is not shy of putting in the hard yards. WA Limestone place our apprentices through two-month cycles in different working sections, to maximise their exposure in different environments and skill sets. Jack is currently in the Field Service

rotation, where longer hours may be required in high pressure environments on site, and is taking it in his stride. Jack's attitude and willingness to undertake any task given to him is still one of his strongest attributes to this day, making him popular with his work colleagues and a great role model for our up-and-coming apprentices. Jack is an asset to WA Limestone, and we are grateful for him being part of our team.



*Proudly Sponsored by*





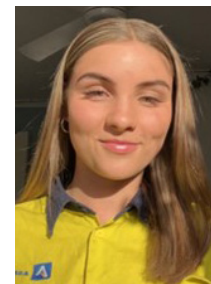
# Certificate II Trainee of the Year



## Abby Morris – Motivation Foundation

Abby was a confident, self-motivated, hardworking student with a positive and respectful attitude towards her training, supervisors and peers. Her ability to communicate with others along with her ability to operate machinery to a precise standard made her a role model for the other students. Abby always stepped up to the tasks given to her and worked hard to accomplish them safely. She was an active contributor in classroom discussions and participated in all activities. Abby has obtained a broad range of experience, committed to high quality service on every project, while focusing on health, safety, and environment. Abby was approached as she graduated for an employment offer by Asphaltech and has been working there locally for eight months

now as a bobcat operator, with a focus on road works projects including the Mitchell Freeway Extension and Stock Road Project, Bullsbrook. Abby’s supervisor Simon Harris says: “Abby is punctual, a fast learner and has fit in very with our team(s) onsite. She has an excellent attitude strong work ethic. Abby has great potential to progress to supervisor level after some years of field experience”.



## Blake Platt – Motivation Foundation

Blake was a self-motivated and hardworking student, with a positive attitude towards his training, trainer/mentors and peers. He displayed determination throughout the course to develop his skills. By graduation Blake demonstrated a strong skill set, which was successfully leveraged to obtain a job with Densford Civil. Blake has since commenced a Certificate III in Civil Construction (Plant Operations) Apprenticeship. Blake always showed quiet determination, was consistently punctual and made himself available to assist other students, being a good teammate. With an applied, positive, can-do attitude he continues to this day to take pride in himself and his work. Blake’s trainer Colin Hunt recalls

Blake turning up at the Academy when just 13 years of age, “tagging along” while his brother completed a trial. Colin recalls Blake being quiet but smart and had a natural ability, “good feel in his hands”, with machines, particularly the excavator. Blake stood out because of his inquisitive nature, wanting to know the “why”. He never wanted to take shortcuts or half complete a task. Colin and Blake’s mentor/mentee relationship continues to this day.



## Dominic Price – Downer

After 18 years working as an executive chef, Dominic returned to WA in 2021 with a desire to switch careers and pursue a stable industry with growth opportunities. Dominic started his journey with Downer as a Protection Officer in November 2021, and within a year, he successfully completed his Certificate II in Rail Infrastructure. He is committed to furthering his education in rail and is currently on the verge of completing his Certificate III in Rail Infrastructure. His proactive approach to learning is commendable, as he seeks advice from senior colleagues and actively seeks out information to enhance his own knowledge. Project Managers who have worked with Dominic have attested to his outstanding performance and commitment to his

traineeship coursework. He has been flexible with his rostering and operational availability, ensuring that he can complete his coursework without compromising his duties. Dominic’s willingness to learn and seek advice from his peers has enabled him to make a significant impact on the crew. Dominic’s positive attitude, calm demeanour under pressure, and effective problem-solving skills have made him an invaluable member of the team.



*Proudly Sponsored by*





# Certificate III Apprentice/Trainee of the Year



## Harrison Roache – Shire of Waroona

Harrison started with the Shire of Waroona through a labour hire company in October 2021. When a position for a full-time operator/labourer position arose, Harrison was chosen from a field of strong applicants. Harrison is familiar with, understands and is compliant with all safe work practices/policies, SWMS, operating procedures and management plans.

Harrison is willing to take direction and feedback from supervisors and colleagues, he acknowledges and acts on constructive feedback and can be relied on to carry out tasks to the best of his ability. His written and verbal communication skills have developed considerably. An example of this is that he has completed and reviewed numerous safe operating

procedures and updated those as required. Harrison's trainer Anthony Mansour (Civil Train) says throughout his apprenticeship, Harrison has been very respectful, kind and helpful, when training onsite and when he attends training in Perth. Harrison always contributes to his learning by asking questions and helping others in the classroom when he can. Harrison has a great attitude towards his apprenticeship and always goes the extra mile with his work.



## Scott Musgrave – Enviro Infrastructure

Scott joined Enviro as a trades assistant in 2020, embracing the challenging environment of regional and remote bridge construction sites. Scott immediately showed a high level of technical competence in a range of skill sets, an exceptional work ethic, as well as a capacity to be a calming influence among the crew on site. Scott commenced a mature age apprenticeship in Civil Construction in 2022. Since commencing his TAFE blocks Scott has engaged well with his lecturers and consistently requests to undertake practical reinforcement of the theoretical training components on site, pushing ahead of his identified training program and exceeding requirements. Scott constantly pushes to expand his experience and capabilities and has engaged with Project Managers to secure himself

hours on larger and more complex sites and machines, including excavators up to 30T and D8 dozers. Scott has not missed a single day of work or TAFE since commencing with Enviro, and shows 100% commitment to every task. The expansion of his practical knowledge on all aspects of civil construction has allowed him to develop a strong relationship and rapport with site crews and focus on developing a clearly defined career path in the civil industry.



## Mario Selimoski – Georgiou Group

Mario commenced his employment at Georgiou in 2021 after completing the Leach Welshpool Alliance's Infrastructure Ready program. From day one, Mario was a standout participant in the program and once employed by Georgiou, he was one of the first employees to commence a Certificate III in Civil Construction as an apprentice. Mario had an interest in Plant Operation and demonstrated a high level of potential, so Georgiou transferred his apprenticeship to a Certificate III in Civil Construction Plant Operations. Mario showed genuine dedication in his own development and in the progression of his career. He never missed a training session and consistently displayed enthusiasm that is infectious. He took proactive initiative by requesting training that was relevant to

what he was practising on-site. Being a mature-aged apprentice, he demonstrates a responsible approach and motivates not only himself but also the other apprentices to acquire new skills. Mario is always willing to share his own experiences as opportunities for himself and others to grow. Mario's practical skills are exceptional, indicating that he is on the path to becoming a great all-round operator.



## Phillip Garlett – Tonkin Gap Alliance on behalf of Georgiou

Georgiou employee Phil Garlett joined Tonkin Gap Alliance (TGA) in November 2021 as a labourer. He originally started in the Civils team and after nine months was transitioned into the Structures team as an acknowledgement of his capabilities, and to grow his experience on the job. Phil has completed his Certificate III in Civil Construction traineeship and has consistently been commended for his willingness to learn new things and ability to pick up new skills. Phil has proven himself to be a reliable employee since day one, with safety and quality always front of mind. Phil has shown a great respect for his peers and supervisors, a strong willingness to learn new parts of the job and great

determination to undertake his traineeship and complete all required units. Phil was instrumental in the installation of eight tee-roff beams during two nights at Broun Avenue. Phil worked extremely hard during the weekend to assist with building and disassembling the crane pad each night for the 750T crane to install eight beams over two nights. Phil took on every challenge with a positive attitude and maintained his strong work ethic.



*Proudly Sponsored by*





# Certificate IV Trainee of the Year



## Pethreux Simon Cabral – Structerre Consulting

Since starting his traineeship, Simon has consistently shown a willingness to take on new challenges and to seek out opportunities to develop his skills and knowledge. Simon’s curiosity and thirst for knowledge have been a real asset, and with his previous experience in food services management, communicating and organising personnel, he is always seeking ways to improve processes and streamline procedures. Simon has become a skilled and competent laboratory technician, capable of performing a wide range of tasks with accuracy and precision. He is also developing a deep understanding of the theory behind the compaction control and materials classification industry, allowing him to troubleshoot

and problem-solve more effectively. Simon has also developed a range of soft skills that have made him an invaluable member of our team. He is an excellent communicator, able to explain complex concepts to others in a clear and concise manner, and a great team player, always willing to lend a hand when needed. He has benefited greatly from the skills and knowledge attained as part of his traineeship.



## Kieran Martin – Structerre Consulting

Keiran has demonstrated an exceptional commitment to his traineeship course work and has been proactive in his approach to learning. He has completed all course work in a timely manner considering the limited access to free time that he’s had whilst working away. Through his traineeship, Keiran has acquired a wealth of knowledge and skills that have proven invaluable in his work as a soil technician. He has learned how to properly collect and analyse soil samples, as well as how to use various tools and equipment in the field. He has also gained a solid understanding of the regulations and standards that govern soil testing and has been able to apply this knowledge to his work. Kieran is the closest

member in Structerre’s team to graduating from the traineeship and becoming a full signatory. He has shown great proficiency in his work as a soil technician and has consistently met or exceeded the expectations set for him. His ability to effectively communicate his findings and recommendations to his team members and clients has been a key factor in his success.



## Aron Martin – Structerre Consulting

Aron has exceeded expectations in every aspect of his training and has consistently demonstrated an eagerness to learn and improve. He has consistently shown his ability to manage and prioritize his workload, ensuring that all deadlines are met while delivering high-quality work. Aron has taken on challenging projects and has always approached them with a positive attitude, working diligently to find solutions to any obstacles that may arise.

As part of his traineeship, Aron has gained valuable skills and knowledge that he has utilised effectively in his work. He has been able to work with the mentoring and systems that Structerre provide, which has enabled him to work efficiently and effectively.

Aron is an excellent team player, always willing to collaborate and contribute to the team’s success. He is proactive in seeking feedback and constructive criticism from his team members, which has helped him to improve his skills and knowledge, and to understand the benchmarks of expectation.

Aron has benefited significantly from the skills and knowledge attained as part of his traineeship and has been able to utilize them effectively in his work.



## Long Ho – HiQA Kanga & Associates

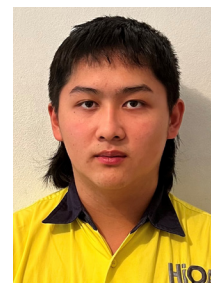
Long is currently undertaking the MSL40109 Certificate IV in Laboratory Techniques and plans on starting his Diploma once his Certificate IV is completed to further support his career’s growth towards becoming a Senior Technician and NATA Signatory.

Long has shown exceptional dedication, skill and impact as a result of their training in both the field and in the laboratory, along with consistently demonstrating exceptional understanding and application of materials. Long has also been involved in a number of remote works in WA, including technical support to the Mount Weld and Flying Fish Annex Facilities.

Long was able to apply the training directly to his job and demonstrate significant improvement in key performance indicators. Additionally,

Long has shown impressive leadership skills and has positively impacted HiQA by sharing his knowledge and experience with team members. At only 19 years old and with two years in the industry, he is a leader in the making.

Long is highly competent in undertaking checks and calibrations on testing equipment, and completing field testing and laboratory testing to Australia Standards and Main Roads Standards.



(Continued)

*Proudly Sponsored by*





## Kiru Shanmuganathan – HiQA Kanga & Associates

Kiru has shown exceptional dedication, skill and impact as a result of their training in the laboratory and field. Kiru has been in the industry for 15 years, however only became a full time technician in 2020 and the went on to complete his Certificate IV. Kiru's experience and knowledge around construction materials testing has made him a dependable and vital team member at HiQA. He was able to apply the training directly to his job and demonstrate significant improvement in key performance indicators. With his high standard of customer service he is able to build relationships with clients and ensures that lab testing is completed in a timely manner and to the client's specified requirements. Kiru is highly

competent undertaking checks and calibrations on testing equipment, and completing field testing and laboratory testing to Australia Standards and Main Roads Standards in soils for the purpose of conformance testing. Kiru has now completed his Certificate IV and is starting his Diploma in Laboratory Technology to further his growth in becoming a Senior Technician.



## Kate Tsorvas – Consolidated Group

Kate is the Training and Compliance Manager of Consolidated Group responsible for employee training development pathways and safety management systems. During COVID, Consolidated Group experienced rapid growth and Kate needed to upskill her civil project management supervision skills. A traineeship gave her real on-the-job training, with recognition given to actual industry projects she was completing for Consolidated. Kate has dyslexia, and advocates for those with a disability to complete traineeships as they allow for independent learning in conditions that best suit the learner.

Kate immediately applied her new industry-specific knowledge to current tenders and consequently, Consolidated was awarded six civil projects, including a Ballast recycling project. It also allowed her to amend our Safety Management Systems, to align with ISO 9001, 14001, 45001, which

Consolidated Group has received accreditation for. Kate's trainer said: "Kate is a unique trainee; she was already a manager with extensive experience in training and compliance but limited civil-specific knowledge. Kate's assessments were impressively high compared to others; she was able to use systems she was creating for Consolidated Group as examples which further demonstrated her in-depth knowledge and application of Civil Supervision documentation."



## Adrienne Marsden – Downer

Adrienne is a dedicated and proactive individual who has taken on her Certificate IV with an unwavering focus and determination. Adrienne's lecturer has provided positive feedback on her submissions, noting that her responses became more detailed as she progressed through each unit. Her portfolio is an excellent example of her growth and skill set, which has been evident throughout the program. One of the most challenging units required self-reflection, but Adrienne rose to the occasion and produced meaningful and highly reflective work. Adrienne's work ethic and commitment to the program are evident in her day-to-day life. She arrives at work at 6am every day, giving herself time to catch up and prepare for the day ahead. Collaboration is essential to Adrienne, and

she has taken advantage of the subject matter experts available to her. Adrienne's dedication to her traineeship has been nothing short of impressive. Adrienne's hard work has paid off, and she has grown immensely throughout the course of the certificate. The feedback she received from her lecturer kept her motivated, and she noticed a significant improvement in her work from the first assignment she submitted to the last.



(Continued)

*Proudly Sponsored by*





# Certificate IV Trainee of the Year



## Rebecca McCaul – Melchor Contracting

Joining the Melchor business in late 2019, Becky’s high skill level, work ethic, dedication and quality of work quickly made her a key asset to the business and the ‘go-to’ person to assist all departments. As a result, during the start of Becky’s journey with Melchor she was exposed to multiple opportunities and roles. As the company grew, recognising Becky’s passion for helping others, her high quality of work and excellent communication, Becky was integrated into the Human Resources team and we were extremely pleased when Becky chose to complete a Cert IV in Human Resource Management in 2022. With her proactive approach and professional demeanour, people naturally gravitate towards her for a lending hand, and this was a perfect fit for her career growth.

Becky is seen as a role model amongst her peers with her ability to perform outstandingly as an employee, trainee, and mother of four children. Going above and beyond in her dedication towards obtaining her Cert IV qualification, Becky spends extra hours completing her online training late in the evenings and has successfully passed all of her units to date.



## Rick Brown – Whittens

Rick is currently working for Whittens on our FMG Iron Bridge Pipeline project. Since commencing with us as a formworker over three years ago, Rick has quickly progressed within his career. Last year, Rick was identified within a wave of upcoming supervisor talent to sign up to a Certificate IV in Civil Supervision. Rick’s exposure to a leadership role onsite combined with this external learning has accelerated his progression to where he is now working closely as a part of our leadership team onsite. Rick has been dedicated to the learning opportunity provided, devoting his time by putting in the extra hours on site and studying whilst on R&R. To complement his technical knowledge and ability, Rick is also trusted by the crew on site, including our clients. He is an excellent communicator;

he is clear and concise and communicates well to the team. Rick is solution focused and demonstrates a can-do attitude – one of Whittens’ core values. Rick is proactive, and an all-round high performer, hence why he has been able to deliver several packages for Whittens due to his exceptional capabilities and the support of our people on site.



## Adam Picton – Whittens

Adam started working with Whittens in 2021 on our FMG Module Offloading Facility Project in Port Hedland as an excavator operator. His leadership skills were quickly recognised by the site team leading him to being promoted to leading hand and then to foreman. In 2022, he was one of the employees sponsored by the company to undertake the Certificate IV Civil Supervision Traineeship. Adam commented that his interest in building a career at Whittens was because: “I like the way the company has family-based origins, and the camaraderie I have with the crew and the other supervisors I have worked with since being here.” Adam has since completed his traineeship and mentioned that one of

the benefits of the course was opening him up to the various aspects of the job, allowing him to learn more about the setup of projects and implementation of policies. Adam plans to continue growing and developing his skills as a leader and is eager to continue his career development with Whittens by progressing into more senior roles. His hard work and commitment to the company will result in his continued success.



*Proudly Sponsored by*







## Brendan Garlett – FSC Civils

Brendan Garlett is a Whadjuk Nyoongar man who has been with FSC for more than two years. Brendan is a great addition to the business and has always fostered a can-do attitude to his work. Brendan started his career with FSC, working on the substructure of the incremental launch bridge over the Swan River on the Tonkin Gap Project. Brendan immediately stood out due to his eagerness to learn, can do attitude and willingness to work as part of a team. Brendan is currently undertaking a Certificate III in Carpentry with FSC. Brendan started his apprenticeship in October 2021. Currently in his second year of training, Brendan's

dedication and proactive approach has seen him successfully complete over half of the modules to date. Brendan is performing at a very high level in regard to his traineeship. He has been commended as a hardworking diligent student, applying himself fully to all set tasks and assessments. Brendan is a valuable team member.



## Jacequeline Cross – Tonkin Gap Alliance on behalf of Georgiou

Jackie Cross joined the Tonkin Gap Alliance as a Trainee Technical Officer in September 2021 as part of the Nudge Foundation TGA traineeship selection process. Jackie has consistently proven she is an asset to the TGA civils team and has cemented herself as a highly respected employee. She is a collaborative and hardworking member of the team, who is always willing to help others and learn new tasks. Jackie's quality work and attention to detail has led her to handle the cost administration duties, within the TGA civils team, such as reviewing and finalising the supervisor shift reports and maintaining cost trackers. As part of this responsibility, she is required to track costs and assist with processing

invoices at the end of each month to ensure that our employees and subcontractors are accurately paid on time – a task that leaves no room for error. In addition to Jackie's hard work on the project, she is also a mentor for other trainees, and regularly refers quality candidates from her personal network to apply to work with Nudge, encouraging further individuals to join the civil construction industry.



## Eva Prosser – Laing O'Rourke

Eva is a trainee with Laing O'Rourke, currently on the Greater Connect Alliance project. Eva performs her duties in the civil industry to a very high level. Since commencing work, Eva has been open and accepting of Nudge's mentoring support and has flourished as a civil construction trainee. Through Nudge's involvement and engagement, we have witnessed the personal and professional growth of Eva, which is a testament to her resilience, motivation, drive and determination. Eva is a mature aged female trainee who has taken to civil construction with interest and vigour. Eva is diligent, asks lots of questions and is confident and competent in machine operations (roller) winning the praise of her

supervisors and peers. Eva is always hungry to improve her skills and knowledge and is also a supportive figure to other trainees and younger people around her. She has a natural mentoring approach and therefore is a great listener and communicator. Her employer and work colleagues praise her quiet, yet skilful application to work tasks and her focus on doing her best on the project at all times.



## Lynette Garlett – Georgiou Group

Lynette has been working on the Leach Welshpool Alliance since December 2021 and commenced the Certificate III in Business in January 2022. Lynette has exceeded all expectations in her role as a trainee and Office Administrator. Lynette happily faces every challenge that is thrown her way and consistently impresses the LWA team with her attitude and abilities. Initially, Lynette was assisting with general office administrative duties such as printing & scanning, booking meetings etc. However, due to Lynette's commitment, dedication, and drive, she has now been delegated further responsibilities including supplier payments and month-end financial reconciliations. The Project Contracts Manager, Quentin Wreford says: "Lynette is an indispensable member of our team.

Her willingness to tackle new challenges, while continually developing both her technical and soft skills, is admirable. We are proud of how far Lynette has come, and we look forward to being a part of her career growth into the future." Lynette assisted the Traditional Owner Working Group (TOWG) at LWA which involved 8 TOs reviewing underpass artwork. Lynette played a big role in coordinating the logistics for the 3-hour workshop.



*Proudly Sponsored by*





## Paige Ward – Fulton Hogan

Paige Ward began her traineeship in civil construction last year in August. During her time as a trainee, she has developed from a trainee with little industry experience in civil construction, to a highly valued crew member in the Heavy Maintenance Department for the dedication and professionalism she shows in that role. Paige has shown a strong work ethic and commitment to learning and contributing to the works done within the Heavy Maintenance department. She is extremely reliable and takes new tasks on head-first with a positive attitude. Paige's drive and ambition to learn new tasks and take on new responsibilities has

impressed even the most senior members of the contract. This drive is proven in her ability to listen to the experienced crew members and not only take on feedback, but implement the advice given which has been key to her swift growth as a trainee and valued team member. Paige is well on track to not only complete her traineeship but also to move into leadership roles within the industry as her career progresses.



## Densil Ugle – Georgiou Group

Densil is a hardworking and highly respected member of Georgiou's Mitchell Extension Joint Venture team. He was employed at the end of 2021 through Georgiou's partnership with Nudge. Densil started his Certificate III in Civil Construction apprenticeship at the beginning of 2022, and from the very start showed enthusiasm and willingness to learn. Since then he has actively provided input into the units that he and the other apprentices onsite would benefit from. Densil is continuously enquiring about training and his career progression, ensuring that he stays on track with his tasks and does not fall behind on his training. Over the last year, Densil has proven himself to his Supervisor and team at

Georgiou as a good worker and he is becoming proficient at operating several different types of machinery. Densil has shown initiative and has been recognised as someone that can be left alone to get the job done. In addition to his normal work duties and training, Densil has taken it upon himself to support the other Aboriginal apprentices on site.



## Robert Woods – Melchor Contracting

Robbie is a proud Noongar/Wongii young adult who commenced a Carpentry Apprenticeship with Melchor Contracting in 2020, after completing a Certificate III in Building and Construction during his Year 11 and 12 studies. Since joining Melchor, Robbie has been a standout performer. Robbie is consistent with his attendance to work and TAFE and is always willing to take on extra training courses and tickets to further expand his already multi-disciplined skillset. Robbie displays a calm and level-headed approach towards his training. We receive consistent feedback from our Leading Hands that Robbie's willingness to listen and absorb knowledge is second to none. We have found many

of our other apprentices look to Robbie as a standard they aim to replicate. A young leader in this group, Robbie forms natural connections with his peers. He helps them to navigate their own experience, and aids as a link between the other apprentices and site management. As a role model, the influence Robbie has over other apprentices has helped to create an environment of accountability, each committed to completing their training.



*Proudly Sponsored by*





## Donatella Giansante – Downer

Donatella plays a critical role in Downer’s business as Senior Learning & Development Advisor. She has made exceptional contributions to our business, improving our training culture and standards, strengthening our safety focus and advocating for our investment in people. Donatella built her department from scratch, building awareness of its services, creating budgets, identifying opportunities for cost optimisation and researching education and training opportunities. Donatella’s most proud achievement has been the Skills Sustainability Program, which gives senior employees an opportunity to share their knowledge and experience with junior employees. Donatella identified a critical shortage of training delivery options for the rail infrastructure skillset and worked in partnership with a third-party RTO to guarantee sustainable and

ongoing upskilling for our workers. Another remarkable contribution was the creation of Rail Engineering Pathways. Donatella saw the need for structured pathways for people to upskill our engineers new to the rail industry with meaningful learning pathways, some which she has organised to be accredited through RTO delivery. Donatella is highly respected and regarded by our business for her opinions and contributions. She advocates for everyone’s development, irrespective of their position or level.



## Rob Kurthi – Whittens

Rob joined the Whittens family in early 2021 in a site-based capacity, before quickly transitioning into the Corporate HSET team to lead the strategic element around training and competency. Rob is highly effective in this role due in no part to his ability to effectively communicate and coordinate training and competency expectations and outcomes with a large range of stakeholders, including our frontline management teams, our clients and most importantly our workers. Rob developed a training project launch tool to ensure that each project is set up for success prior to and during mobilisation, and working with each project team to ensure that there is an adequate level of knowledge, skills and experience across the workforce to deliver safe and successful projects for Whittens.

Rob led the successful rollout of an electronic competency database that automatically develops training needs analysis and matrices based on Project and Client requirements, as well as a central storage location for all training records across the business. This has significantly decreased not only the administrative burden on Project resources, but also workforce frustrations in the recompletion of training undertaken on previous projects.



## Kristyn Roberts – Georgiou Group

As Learning and Development Advisor at Georgiou, Kristyn designs, implements, and delivers learning, development, and training requirements for Georgiou employees. Over the past 13 years, Kristyn has run Georgiou’s Traineeship and Apprenticeship program and to date over 250 trainees/apprentices have been afforded the opportunity in areas of civil, mechanical and admin, all through the dedicated work of Kristyn. Kristyn has developed and maintained Skills Passports, a competency framework that outlines the steps employees can take to progress their careers within specific levels. Kristyn has created a strong partnership with the team at Nudge. This collaboration provides young people with the opportunity to kickstart their career in construction through traineeships/apprenticeships across Georgiou projects. What

sets Kristyn apart is her dedication to trainees and apprenticeships; this unwavering support is reflected in her mentorship of Indigenous Nudge trainees. Kristyn has a strong relationship at every level of the company. She does this through strong interpersonal skills, open transparent communication, and a strong desire to help employees and their managers achieve great training and learning outcomes. Kristyn is highly involved in the apprentice/trainee journey, from aiding in funding applications to facilitating sign-ups.



(Continued)

*Proudly Sponsored by*





## Beth Salter – SRG Global

As Learning & Development Coordinator, Beth is responsible for the coordination and delivery of the Leading@SRG Global Development programmes to white-collar employees. She is highly skilled in adjusting the delivery of training to ensure it resonates with each audience, making learning more impactful and effective. A collaborative spirit, coupled with a passion for learning and development, makes her an invaluable asset to SRG Global and an inspiration to all who work with her. As part of her role, Beth is responsible for coordinating the training schedules against attendee availability and project priorities. She also ensures that the training materials are current and aligned with the desired course outcomes. Beth enjoys facilitating open and collaborative training sessions that encourage attendees to share their perspectives and ask

questions. She takes great care to ensure that attendees have the information they need to succeed, even if that means following up after a session to provide additional resources or answers. Beth has expanded the existing leadership training programme to include a section on mental health, which arms our leaders with the knowledge and skill to address psychosocial hazards and issues that may occur within their workplace.



## Theo Tsorvas – Consolidated Group

A decade ago, a 25-year-old Theo had a vision to be a diversified civil business and started Consolidated Group with limited business experience, using his own savings. He realised diversification was key for expansion and completed his Cert IV Training & Assessment to train to retain his own operators. His dedication, resilience and positive attitude grew Consolidated Group from a sole trader to over 40 employees working on civil projects all over WA. He engaged in a memorandum of understanding with an RTO to train his growing workforce to operate his entire fleet of over 100 machines confidently. What began as a strategic

business move to grow his business soon turned into its own Training Department, as Theo was in a unique position; he was a trainer with access to equipment and space at his yard to train. Fast forward to 2022, and Theo is training other companies' operators, on their sites, at our yards and in the Pilbara. His passion to help his own employees achieve great training and learning outcomes now expands across WA.



*Proudly Sponsored by*





# Training Employer of the Year



## Consolidated Group

Consolidated Group's training business model reflects our motto "we train to retain", offering new employees a buddy mentoring system to enable them to reach their full potential. We have delivered four Career Taster Programs for high school students. We have signed up nine trainees, 75% of whom are still retained today. Four graduated Cert IV Civil Supervision in 2022, two still completing their qualification. A female graduate is now a Director of EK Contracting, and another female graduate went to manage a large civil office. We established a Defence veterans civil training program, initiating this unique project to diversify our recruitment process and fill the labour shortage gap in our business. 70% of our workforce, who we have trained to be qualified to work in the civil sector, are from underrepresented

groups (female, non-English speaking, Indigenous, people with learning disabilities). We



provided training internally for staff to complete 11 nationally accredited courses to operate our entire fleet. Training those new to the industry means the skills shortage in civil is not affecting our productivity because we invest in their training, skill development and career progression. 100% of our staff are engaged with Nationally Accredited Training on a regular basis, 35% of our staff have completed or are completing a traineeship or apprenticeship for a self-funded SME.

## CPB Contractors

CPB provide the best technical training possible for all our operational and technical staff, and externally through trusted partnerships. In 2022, CPB Contractors' training and job-placement programs included a Career Trackers work experience program for 10 Aboriginal and Torres Strait Islander undergraduates, and an Infrastructure Ready Skillset program in partnership with the State Government. 19 trainees were hosted, seven of whom have been offered full-time employment. CPB exceeded the State Government Priority Start requirement of 11.5%; with trainees and apprentices accounting for 12.5% of the total workforce under the policy. 16 trainees and apprentices were employed under the policy. In addition, CPB Contractors offers extensive training and development avenues for staff, including a staff mentoring program which fosters professional

relationships amongst staff, encourages innovation, and creates dynamic and supportive work environments. CPB's Online Learning Centre offers over 160



learning activities from an online training catalogue of topics covering project delivery, safety, leadership, diversity, and finance. The Leading Managers Program brings leaders together for hands-on, action-orientated workshops set to challenge and improve their leadership style. 12 members of staff participated in 2022. Staff attrition has reduced by 11% between 2021 and 2022, with staff citing reasons including: access to professional development opportunities; the internal staff recognition program; and external staff recognition through industry awards.

## Georgiou

Georgiou's vision is to be the best people to work with and one way of being the best is to invest in the development of our employees. Georgiou has a dedicated Learning and Development team who oversees all programs; reviewing, developing, and adapting them as required. In 2022, Georgiou employed 70 trainees and apprentices. All field (and some office) employees that are permanent or on long-term projects have the opportunity to undertake a traineeship or apprenticeship. Nine of these apprentices were involved in the Infrastructure Ready Program, which provided job opportunities for long-term unemployed people to obtain work and training on the Leach Welshpool Alliance project. Georgiou provides training and guidance to subcontractors to ensure they understand the

training requirements and benefits of a traineeship or apprenticeship – which is unique in our industry.



Georgiou currently has 56 Cadets and Graduates employees nationally, with 15 commencing employment at Georgiou in 2022 and a further 11 commencing in 2023 to date. In 2022, Georgiou created a national Graduate and Cadet calendar that incorporates online training sessions, conferences, site tours and many more activities. Georgiou also established and sustained partnerships with organisations including Motivation Foundation and Nudge, which aim to provide employment opportunities and foster personal development in the construction industry.

## Melchor Contracting

For Melchor Contracting, creating 'jobs' is not enough. We create careers to reach the targets we set and bring the individuals in our team on our growth journey. The continued investment into the development of our team is central to our people-first philosophy. Our in-house mentoring program equips apprentices and trainees with the knowledge and skills to navigate new and unfamiliar experiences. Melchor are active participants in Vocational Training programs, working together with schools to provide experience and exposure to students who have an interest in the building and construction industry. Upon completion, some students are offered the opportunity to commence an apprenticeship, traineeship, or full-time position with Melchor. We have developed a Leadership Development

program to improve the skillsets, abilities, and confidence of our current



and future generation of leaders. In 2022 a total of 15 students completed the program. Whilst knowledge sharing has always formed a part of our company culture, 2022 saw us implement new training offerings, targets, and a more formalised approach to identifying and tracking training needs, uptake, and progress. Our annual Employee Engagement Survey shows a strong belief from our team that Melchor Contracting provide good career opportunities for employees, and tracks year-on-year growth in our Training and Development measurables.

*Proudly Sponsored by*





## Cleve Armstrong – Fulton Hogan

Cleve Armstrong has been employed by Fulton Hogan for over 20 years and has worked tirelessly over the years implementing safety strategies and helping raise the bar across the company and various teams in WA. Cleve is always providing relevant industry/internal alerts to the team and has created a monthly QSE pack that touches on key safety stats, information, initiatives and reporting. Cleve's colleagues look up to him as a mentor and value his leadership, work ethic, drive and promotion of Safety and the FH Values in everything he does. During the COVID-19 stimulus period the South West Region received significant funds to improve the safety of the Road Network in the

form of Low Cost Shoulder Widening/Sealing (LCSS). This injection of funds brought with it significant challenges for Fulton Hogan in terms of safety. The risk profile for the team increased significantly as the industry received an influx of inexperienced and unqualified personnel. Cleve and his team worked extremely closely with industry to ensure the health and wellbeing of employees was considered at all times.



## Yvette Bekker – Downer

Yvette has excelled in her role, providing strategic and operational support across all Metropolitan and Southern Region operations, as well as ad hoc support to WA's Pilbara region. Yvette recently championed the development of a new HSE Lookahead tool that focuses on critical risks and controls and ensure that Downer's risk management framework is embedded into project delivery monthly. One of Yvette's core values is compassionate enquiry, which is fundamental to her approach in improving safety standards. She believes in empowering her team and colleagues, providing training, mentoring, and coaching, and giving them a chance to do things right. Her focus is on building relationships, and she understands that it is essential to see the human side of people before tackling their behaviour. Her advanced

soft skills allow her to communicate effectively with her colleagues, clients, and stakeholders. Yvette understands that good communication and interpersonal skills are essential in risk-based thinking, which requires open-ended conversations to get people to think differently and solve problems. Her dedication to authentic leadership, as well as her passion for developing herself and others is highly commendable.



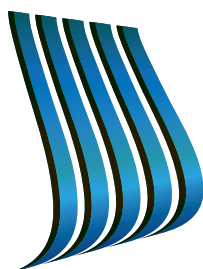
## Craig Gordon – Brooks Hire Service

Craig Gordon is the Safety Advisor for Brooks Hire Service. Going above and beyond his core responsibilities, Craig is also our Integrated Management System (IMS) Representative, and is a champion for the IMS system nationally. In 2022, Craig introduced standard toolbox meetings for all Australian branches; reviewed, updated, and reformatted Standard Operating Procedures so they are all uniform; updated the internal reporting system to include an 'actions required' section which generates emails to the responsible person for close out; and championed a safety focused culture nationally, getting buy in from senior management for a safer work environment. Craig closed out over 400 outstanding actions in relation to safety over 2022. Craig is responsible for leading Senior

Management safety meetings to increase the focus of safety. His confidence in driving the IMS and safety initiatives through a consistent, structured approach to management and workshop teams, has earned him great respect across all staff levels. Craig's dedication to improving safety has resulted in real, and measurable results to our safety statistics. Safety culture at Brooks has improved dramatically due to Craig's passionate approach to his job.



(Continued)



WESTERN AUSTRALIAN  
CIVIL CONSTRUCTION  
**INDUSTRY  
& TRAINING  
AWARDS**



# Safety Professional of the Year



## Nicholas Kemp – BMD

Nick has truly earned the respect of his colleagues and superiors on the \$400 million Tonkin Gap Project and Associated Works. His exceptional leadership and dedication to safety have been instrumental in ensuring the safety and wellbeing of over 600 employees. A project of this size and involving multiple businesses working together as a team requires significant investment in building a one team culture to help drive its safety success. Nick's work has been exemplary, and he has consistently gone above and beyond to ensure that every aspect of the project is carried out with the utmost regard for safety. He has demonstrated an unwavering commitment to promoting a safety culture and has implemented initiatives that have improved the project's safety outcomes.

Under his leadership, the safety team reduced the project's TRIFR by over 60% in 2022. Nick achieved this through effective field coaching and mentoring of the project's supervision teams along with a targeted relationship-building process to empower the work crews on the ground. While these results speak for themselves, Nick sees success measured by the positive safety culture built on site where reporting is prioritised and considered non-negotiable.



## Andrew Moore – Georgiou Group

Since late 2021, Andrew has fulfilled a Senior HSE Advisor role on the Mitchell Freeway Extension project. Andrew is responsible for driving key project safety values. This is underpinned by the 'Pinnacle Award Program' which encompasses safety on the MEJV as a personal brand. As part of the reward and recognition program, the MEJV team regularly recognises individuals on the project who display brand values, including both joint venture employees and subcontractors. Andrew is passionate about the program and is vocal in driving the safety culture and nominating those he believes deserve recognition. Andrew consistently demonstrates a strong commitment to ensuring the safety of all individuals involved in the project, evident in all his interactions with colleagues, clients, and

stakeholders. He approaches these interactions with a positive attitude, seeking to empower the team to actively contribute to the development of effective health and safety solutions. When engaging with personnel, he draws from his own experiences to provide real examples that reinforce the importance of safety. Andrew is well respected by his colleagues, engages in open and clear communication, and even infuses enthusiasm into site toolboxes to facilitate positive interaction with work groups.

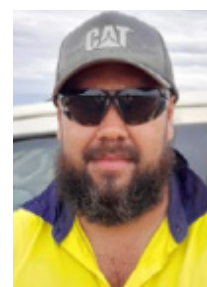


# Safety Champion of the Year

## Ladell Nakachi – Downer

Ladell has consistently gone above and beyond his core responsibilities to ensure his team's safety and the company's success. He has recognised the importance of mental health in the workplace and advocated for multiple people from his crew to attend mental health first aid courses. In terms of physical safety, Ladell is diligent in carrying out toolbox meetings to ensure that everyone on the team understands how to respond if an incident occurs. He goes above and beyond by ensuring that appropriate people understand what to do and that people are not alone if something goes wrong. Following his leadership, his team has recently initiated an exclusion zone beyond the 10m rule, putting up barricades to create a visual barrier, further demonstrating their commitment to safety

and protecting one another. Ladell believes that prestart is an opportunity to celebrate achievements and for everyone to share their ideas on how to do things better. He gives the team a chance to speak up and sees it as a learning opportunity to do something different next time. Feedback from senior management both within Downer and externally highlights the impact of Ladell's leadership across the Downer re-rail teams.





## Whittens Group – Keeping Our Mates Safe Framework

The Keeping Our Mates Safe (KOMS) philosophy originated when Whittens commenced over twenty years ago. At the heart of our KOMS philosophy is keeping ourselves and our workmates safe, so we all go home safe every day. Despite having a strong safety culture, particularly with our 'Whittens DNA', we knew that as we grew, that there was the risk for this culture to be diluted. As part of our HSE Strategy, over the last two years we have created a framework with new initiatives that have been embedded into our systems and processes to support our KOMS philosophy. One of the first things Whittens wanted to do was genuinely listen to our workers about safety onsite. A monthly KOMS Meeting was set up on site for every project. This meeting includes our CEO, Executive HSE Manager, General Manager of Operations, and worker representatives from the field, known

as our KOMS reps. The meeting has no site management and is completely anonymous. We discuss what is working well and where we may need to improve. We work collaboratively with our teams to gain solutions. The initiative has been a huge success to date, providing honest feedback from our site teams. As part of the KOMS Framework we established a formal reward and recognition program, recognising those individuals who are helping us transform the organisation through continuous improvement or innovation that has a positive improvement on HSE outcomes. The winners receive a personalised bobblehead and travel voucher. The bubbleheads have been a huge success and caused quite a competition between our site teams!







## EK Contracting

EK Contracting is a civil rental and labour hire business servicing the Kimberley and Port Hedland. EK are Supply Nation-registered (soon to be certified), completing civil projects for both remote mine sites and local government. EK quadrupled turnover in 2022 after successfully completing a road shouldering project in Gnowangerup, civil site works for FMG site and supplying civil operators to Ventia and Downer.

EK's Indigenous owner and director are committed to mentoring and training Indigenous people, with Indigenous employment opportunities given priority. EK's Director of Indigenous Engagement specialises in Indigenous Engagement and advocating to his mob that "working for EK is deadly". He assists us in navigating the struggles long-term unemployed Indigenous people face, ensuring their transition back into work is

meaningful, productive and sustainable. Many Indigenous people do not want to work a routine roster. They prefer project-based – work eight weeks intensive, then six weeks off – allowing them to return to their community and participate in traditional experiences. We are under negotiations with Ashburton Indigenous Corporation to upskill a target group of Indigenous workers in preparation for projects. Our motto is Proud to Belong; we aspire to make Indigenous training and career progression to be at the forefront of what we do. There is great emphasis on the development of our employees into a position that best fits their skill set and we ensure there is a position to suit everyone.



**EK Contracting**

## Garli

Garli has built a reputation for delivering both quality projects and industry leading Indigenous employment and engagement outcomes. We average over 50% Aboriginal employment (by manhours) and take pride in providing employment opportunities to Aboriginal, local community and new to the construction industry personnel, as well as significant sub-contract and supplier opportunities to other Aboriginal businesses. Our ability to deliver quality projects whilst maintaining very high Aboriginal participation outcomes have been the driving factors in our success to date. As an Aboriginal business we are very passionate about assisting Indigenous employees and contractors build their capacity through opportunity, training, and mentoring. 2022 was pivotal in our company's development and has now set the basis for expansion and diversification.

We completed our largest project to date - GNH Bindoon North Stage 1 and 2, delivered in partnership with ServiceStream. As the Principal Contractor, we commenced works on the GNH Bindoon North Bypass Stage 3 Project in late 2022 and report directly to Main Roads WA under an AS2124 type contract. We received Office of Federal Safety Commission accreditation in July 2022 – one of very few Aboriginal businesses to achieve this across Australia. With the engagement of an in-house Aboriginal trainer and an agreement with a recognised RTO, we are now able to provide a streamlined quality training program in-house across our sites.



## Maali Group

Maali Group is a proudly Aboriginal owned and managed multi-discipline contracting services company. Maali Group aspires to become the benchmark in Aboriginal empowerment and development. We remain true to the three pillars of our Aboriginal Engagement strategy: Employment and Development; Business Engagement and Development; and Community Engagement and Support. 2022 featured strong growth for Maali Group in the civil construction space with several new projects valued at over \$10.25m and a similar trajectory predicted for 2023. For Maali Group, the motivation behind this growth is the opportunity it provides to create practical career development pathways through our internal and external training programs. These pathways produce a pipeline of talent, which meets our commitment to provide a roadmap to success for

Aboriginal and Torres Strait Islander people. Simultaneously, such injection of talent stimulates our company's growth, which in turn, creates more training opportunities – and so the positive cycle continues. In 2022, we expanded our training programs to include civil construction. External training includes: Supporting the Yaka Dandjoo program to provide civil construction training opportunities and ongoing employment to graduates; and supporting Fit4Work/Return to Work programs in the southwest and Perth metro area. We provide further training opportunities through our own Sparking Positive Change Program, which provides support and civil construction pathways for our pre-apprentices, apprentices, trainees and current employees.



(Continued)

*Sponsored by*





## Munganya

Munganya was formed in March 2022 as a joint venture between Kais Group and Walter Stream, a proud Palyku traditional landowner and cultural person. With Walter's involvement, and Kais's connections to the resources sector, Munganya is intent on changing the business and employment landscape in the Nullagine/Palyku region. Through job creation in plant hire, road maintenance and rehabilitation work, the local community will have opportunities to work on their land and be proud of their accomplishments. In June 2022, Munganya began introducing their business model and capabilities to the industry. Within two days, we had secured our first dry hire contract with a renowned indigenous company. As we continue to grow, we'll adapt our business model to suit industry requirements. This means that Palyku and other indigenous peoples will

be offered opportunities to operate and maintain equipment, and to obtain practical training in country for certifications needed on projects. We will also offer pathways for leadership and entrepreneurship, with upskilling into project management and business development. Our goal is to have engaged 12 indigenous employees by 2023. While Munganya continues sourcing dry hire contracts and developing skills and training opportunities, we're also about to undertake our first land rehabilitation and road project, employing local machine operators and labourers where possible. Development measurables.



## Oaks Civil Construction

Oaks Civil Construction (Oaks), founded in 2019, is a 100% Aboriginal-owned and operated business; enthusiastic about providing sustainable employment opportunities for our community. We supply a highly skilled workforce to the civil construction and traffic management industry and work to support major and small contractors meet Aboriginal participation targets. In 2022 the business grew 34% compared to 2021. Overall, 2022 was a year that proved to us that investing in valuable people and placing quality over quantity drives the best outcomes. Oaks was very fortunate in securing the award of some major contracts, such as the Main Roads State-Wide Traffic Panel, Intelligent Freeways Alliance, and S2M Evolution Alliance. These contracts enabled business growth and created a position within key projects for Oaks to place individuals seeking

meaning employment opportunities into and to gain the longevity of job security they sought for themselves and for the benefit of family and community. The Oaks Workforce Development & Training program has been a very vital part of this. The 5-week program creates opportunities for Aboriginal and non-Aboriginal peoples to receive accredited training, practical work experience and dedicated mentoring. Oaks created this program to create change in the way in which individuals enter the construction industry, which can often be a confronting and non-supportive process. in our Training and Development measurables.



*Sponsored by*



## Development WA



# Aboriginal Engagement Award



## Fulton Hogan

While observing our obligations in our Aboriginal Participation Plans, Fulton Hogan has built and established a strategy to exceed our targets of employment and engagement. Over the past 3 years across our projects in WA, Fulton Hogan has achieved 133% growth in Aboriginal business expenditure. Aboriginal and/or Torres Strait Islander employees make up 6.6% of the total workforce. A dedicated Aboriginal Participation Coordinator (APC) is responsible for maintaining, advising, and educating our internal workforce and local Aboriginal businesses. This role is a crucial part of this success and ensures we provide full end-to-end involvement. We continue to promote our school-based traineeship (ASBT) program and host information sessions with the schools about who we are and what we do to ensure the students have the best understanding in choosing this



opportunity. Currently we have 9 full time trainees completing a Certificate III in Civil Construction and one completing a Certificate IV in Civil Construction Supervision. We have put strategies in place to ensure all trainees complete their qualification and provide the support and guidance required. This provides evidence that we will continue to provide long-term employment opportunities for our Aboriginal people. In February 2023 Fulton Hogan hosted their inaugural Moorditj Awards Night which was an opportunity for our Aboriginal employees to give back and recognise the support, leadership and guidance they have experienced during their employment.

## Georgiou Group

Georgiou has made a strong commitment to Aboriginal engagement and, over the years, has strengthened that commitment by addressing generational change and creating opportunities through several initiatives, including training and employment – as well as acknowledging the significance and importance of culture and heritage. We promote business opportunities, with several contracts being awarded to Aboriginal businesses on our major and smaller scale projects – with more sustainable opportunities on the horizon. We have made a commitment to assist emerging Aboriginal businesses and in support of our projects, Georgiou has provided these businesses the tools and processes needed to be economic and sustainable in today's market. A key improvement to Georgiou's Aboriginal Engagement Strategy has been the implementation



of RAP Working Groups (RWG's) and the adoption of the 3C model. This strategy spans the entire national organisation and the projects we deliver. The RWGs support and take ownership of their respective areas to drive organisational change and better outcomes for and with the Aboriginal and Torres Strait Islander communities we work with. The three working groups have an individual focus area: Culture, Community and Commercial. The 3 Cs model – inspired by Yurra (one of Georgiou's Aboriginal and Torres Strait Islander partners) - is about sustainable, long-term economic and development opportunities for Aboriginal and Torres Strait Islander peoples, which are essential to achieving improved communities and services.

## Melchor Contracting

Throughout 2022, Melchor Contracting implemented a variety of measures to help realise our ambitious commitments to the improvement of Aboriginal Engagement and Aboriginal Workforce/Supplier Participation. Through our place in the Western Australian construction industry, we recognise our capacity to make positive change through education, employment, and business opportunities for Aboriginal and Torres Strait Islander people. In 2022, Melchor engaged Ralph Mogridge as Aboriginal Engagement Partner to help grow a socially responsible business and culturally inclusive workforce. Working with our head office and all project locations, Ralph has been instrumental in advising our Aboriginal Engagement Committee and establishing connections between Aboriginal employees and suppliers with our company. Eager to set goals and create



a clear guide for action, Melchor was proud to release our Aboriginal Engagement Plan for 2022-2024. As well as outlining our commitments to improve Aboriginal Engagement and Participation, the Plan also provides us with timeframes against which our actual performance will be measured. The Plan is structured on five pillars: awareness, development, training, collaboration, and sustainability. To promote an increased understanding and value of Aboriginal and Torres Strait Island cultures, Melchor has made a commitment that 100% of its employees will complete cultural awareness training within 3 months of starting with the company. In 2022, 59 employees completed the training.

(Continued)

Sponsored by





## Oaks Civil Construction

Oak's purpose is to employ and build capacity amongst the Aboriginal communities that we work in. Our aim is to employ locally where skill sets permit. Oaks is committed to meaningful equity and diversity in the workplace, and to establishing and maintaining a workplace culture and environment which embraces the value of Aboriginal employees, their skills, and contributions. Oaks strives to achieve a continued increase of Aboriginal employment outcomes and recognise that continual engagement and commitment from all staff is crucial to see long term success. The five-week Oaks Workforce Development & Training Pre-employment training program creates opportunities for Aboriginal and non-Aboriginal peoples to receive accredited training, practical work experience and dedicated mentoring to break through barriers to long

term employment. Oaks created this program to create change in the way in which individuals enter the construction industry, which can often be a confronting and non-supportive process. Oaks' Aboriginal employment rate currently sits at approximately 45% of our workforce. However, Oak's focus is not so much on the quantity of hours or Aboriginal people we employ. Our focus is on the quality of opportunity and support we can provide to each Aboriginal employee. This contributes to how Oaks can retain them in our industry and ensure we help that individual achieve long term employment success.



## Service Stream

Service Stream has a vision for reconciliation that drives all our employees to acknowledge and celebrate the proud heritage of Australia's First Peoples. Service Stream's WA Transport business initiated the First Nations Contractor Development Program (FNCDP) in 2020 to provide a positive, supportive, and collaborative framework for working with Aboriginal contractors. The Program supports select Aboriginal businesses by giving them the skills, experience, and opportunities. The Program evolved and grew to engage with more Aboriginal businesses in 2022. This was due to initiatives being implemented post the success of the Bindoon Early Works project (delivered in conjunction with partner Garli), our WA business transforming with the completion of long-term contracts, and more Aboriginal businesses approaching us to

work collaboratively to secure opportunities. This has resulted in Service Stream working with more Aboriginal businesses to provide support and pursue work opportunities. Service Stream is currently committed to working with a number of Aboriginal businesses to develop their capabilities in tendering and project delivery. We continue to work with established businesses Black Stump, Kai-Rho and Maarli, and have a working agreement with Karlayura Group who approached Service Stream after hearing about the program. Our National Reconciliation Advisor, Andrew Yarran, has been actively involved in the development and progression of the FNCDP. Andrew continues to work with and identify new Aboriginal businesses throughout Western Australia.



*Sponsored by*





## Fulton Hogan

Fulton Hogan's Structures division was awarded refurbishment works to BR4403, Gilwell Avenue Kelmscott under the Main Roads Statewide Structures Panel. The location of the bridge site was in the Canning River catchment. A detailed Construction Environmental Management Plan was developed, with key environmental risks being identified by the management team. The project was initially planned for delivery in July 2022 but were delayed due to heavy weather events. When preparing to recommence works, the Fulton Hogan team immediately noted that the protected waterway and surrounding land had become littered with rubbish and debris. In November 2022, members of Fulton Hogan's Structures team led by HSEQ Advisor Derrick Kershaw, along with personnel from



Main Roads WA and the local Landcare Group, held a clean-up morning with over 12 bags of rubbish, and other items being collected and removed from a 1.5 km section of the waterway, upstream and downstream of our works. The project started in late November 2022 and all controls to manage the sensitive area were able to be implemented. The project ran smooth and strong relationships between MRWA, DBCA and Fulton Hogan were developed. Upon a final walk-through inspection, all parties were happy and the comment "Looks better than when you started" was stated by DBCA.

## Georgiou Group – Leach Welshpool Alliance

Alliance Director Will Telfer proposed exploring alternative methods of reusing cleared vegetation rather than the conventional practice of mulching. LWA contacted Kaarakin Black Cockatoo Conservation Centre and WA Wildlife, two not-for-profit local wildlife centres, to determine potential opportunities. Kaarakin requested long-length Marri tree branches to serve as perches within aviaries, and suitable feed for the Black Cockatoos in their care. Numerous Marri trees were identified as suitable materials for perches and cautiously salvaged and transported to Kaarakin. The centre had a unique request, with the gum nuts only suitable as feed for the Black Cockatoos whilst fresh – visible by a green colouring. The LWA team identified Eucalyptus trees containing suitable



feed that required clearing, and these were transported within two days of clearing – crucial to ensure the gum nuts did not dry out. WA Wildlife requested the careful dissemination of native Jarrah trees for reuse in their planned wildlife centre enclosures for the dingoes and wombats. Saving limbs from the Jarrah trees for WA Wildlife demanded care and accuracy, to ensure the right sections of the tree were felled and not damaged. For example, the dingoes required a certain T-section of the Jarrah tree to allow them to climb. The Alliance team felt a sense of achievement in facilitating an initiative that resulted in a positive environmental impact.

## NEWest Alliance

The NEWest Alliance's overall environmental strategy comes together in The Project Environmental Essentials, which address ten environmental imperatives and are treated as non-negotiable. To prioritise their Environmental Essentials, NEWest Alliance embedded a culture of reporting diligence across the project sites. Staff have receive regular training and briefings about the protection of endemic Australian fauna. Resultantly, the team have relocated quendas, cockatoos, bobtail lizards, dugites and other snakes, and kangaroos away from project works. In total 41 animals were relocated in 2022. In addition the Alliance team have great pride in the relocation of three additional species: Carter's Freshwater Mussel, Rainbow Bee-eaters and an echidna. Prior to the clearing of riparian vegetation and installation of silt curtains for project works around

the Canning River Bridge, 37 Carter's Freshwater Mussels were successfully relocated upstream, away from the work area to a similar habitat. Relocating the mussels meant the harmony of this freshwater ecosystem has been preserved, and the impacts of construction on the river system have been limited. In January 2022, Rainbow Bee-eater chicks were discovered in four tunnelled nests in sandy batters on site at TCL. The area around the nests were cordoned off; all vibratory works within fifty meters ceased, and other works likely to disturb the batters were re-scheduled until the nests were vacated.



Sponsored by





## BGC Quarries

Long term forecasting of major road and infrastructure projects in Perth metro and regional areas predicted supply issues for basecourse materials. Good quality raw materials are becoming increasingly scarce. BGC's crushed rock subbase had already provided proof of performance, with over 1.5 million tonnes already supplied to major infrastructure projects. BGC's Business Sales Advisor, new in the role, saw an opportunity for this material to be utilised as a basecourse material, producing a product that would provide a much lower Global Warming Potential (GWP) score than the current MRWA 501 specified basecourse. The production team saw the opportunity to contain costs in a rising market, eliminating some processing bottlenecks, whilst still providing a quality product with

stockpiles readily available to ease demand. Further trials and assessment concluded that the material was suitable as a granular basecourse for all pavements under asphalt. The material has been used recently on regional main roads, subdivisions, ports and PTA sites, and now has a track record proving its suitability as a basecourse. BGC Quarry expects the GWP value to be 37% lower than MRWA-approved basecourse products. This is because NRB001 is extracted from the first stage of the quarry process and requires no further processing. Compared to other basecourse products, BGC estimate a savings of \$37,000 and 6.2t of CO2 per km of road.



## Mitchell Extension JV - BMD and Georgiou

The JV constructed 10,900sq.m (4,200t) of an innovative, performance-based asphalt — Class 2 Enrobés à Module Elevé (EME2) — making it the first successful trial of this scale for the use of EME2 for Main Roads WA in Western Australia. The result has been a reduction in environmental impacts and potential positive benefits for future projects, which has made this a ground-breaking case study in sustainability for the infrastructure industry in Western Australia. EME are performance-based asphalt mixtures, developed originally in France, that are produced using a hard, paving grade bitumen applied at a higher binder content (over C600) to create a heavy-duty pavement. Compared to asphalts more traditionally utilised in Australia, the use of EME2 has resulted in pavement layer

thickness reductions of as much as 30%. This reduction in pavement thickness reduced the overall placement of asphalt by 360m3 that had to be produced, transported and placed onsite. This thinner, more efficient asphalt required fewer resources to produce and install, reducing the overall carbon footprint of the project. Furthermore, the improved durability of EME2 means that the road will require less maintenance, reducing the environmental impact of the project over its lifetime. The decision to invest in a locally sourced solution will have a lasting impact on the industry in Western Australia, where the use of EME2 technology is still not widely utilised in the state.



## NEWest Alliance

The NEWest Alliance is committed to reducing the amount of waste generated from construction activities. In 2022, the Alliance implemented initiatives to reuse materials across site to meet their targets set. Reusing 573.8t of rail when relocating a section of the existing Mandurah line for the Thornlie-Cockburn Link project resulted in the environmental benefits of both material recovery and waste generation avoidance. During the same railway shutdown, 6,706t of ballast was returned for reuse along the rail alignment for drainage. The benefits of reusing ballast saw a reduction in waste material and an estimated 82.5 GHG (t CO2-e) savings resulting from fewer imports of virgin materials. It's estimated there are approximately 1.9 million tonnes of limestone of varying quality that requires excavation for the Yanchep Rail Extension. Crushing and screening the limestone for

reuse onsite is saving an estimated 1,858.1 (t CO2 eq1) of GHG emissions. By December 2022, 1,698,103t of excavated spoil material have been transported from YRE project and used on other infrastructure projects and associated works. Additionally, excavated spoil material is being reused onsite for both temporary and permanent works. During 2022, 2,270,638t of spoil have been reused across the YRE project. The benefits of reusing large quantities of spoil material across the project site sees not only a reduction in waste material, but also an estimated 4,255.8 GHG (t CO2-e) savings resulting from fewer imports of virgin materials.



## NEWest Alliance – Ballast Spreader

NEWest Alliance is committed to reducing waste generated construction activities and welcomes innovative strategies and ideas to maximise resource efficiency and reduce waste generation. One significant practice was using a ballast spreader on the Thornlie-Cockburn Link project to construct the Glen Iris to Cockburn passenger railway link for a 6km stretch, with the objective of reducing ballast wastage without compromising quality. This is Western Australia's first METRONET railway infrastructure project to utilise a ballast spreader. There were strict time constraints for the critical work completion within the rail shutdown period. Site trials were undertaken two weeks prior to circumvent any inefficiencies during construction. The 6km alignment was completed in

a 20-day railway shutdown. To feed the ballast spreader, a walking floor semi-trailer was utilised because of tight access and overhead structures. This gave a gradual feed to the spreader which allowed better control of the amount of ballast being dispersed on-site. Using this innovative method of laying ballast increased labour efficiency and reduced the people-plant interface, preventing safety incidents and reducing material wastage & GHG emissions. Utilising the ballast spreader resulted in a decrease in the tonnes of ballast used to 16,500 tonnes, an estimate 8% reduction compared to the traditional method. There is an estimated total carbon emissions savings of 1,109 (t CO2-e) associated with the application of the ballast spreader over traditional methods.

*Proudly Sponsored by*





# Plant Operator of the Year



## Dana Corrigan – Whittens

Joining Whittens nearly three years ago as a trade assistant, Dana’s potential to become a competent operator was seen early on by her peers. Dana is now operating rollers, watercarts, moxy dump trucks and IT loaders at a skill level equivalent to someone who has been in the industry twice as long as she has. Her confidence within her role continues to grow with each project she is on, which will assist her to achieve competencies on other plant and build upon her skill set to be an experienced all-rounder. What also makes Dana such a versatile and valued employee is her willingness to jump on the ground or assist in other roles where

she can, making her a key element within the Whittens team and a great asset to the civil construction industry. Dana is well liked by all who work with her, as she consistently goes to work with positive attitude and has a team player mentality. We hope that Dana continues to her career in the civil construction as she has proven that she has what it takes to succeed at anything she puts her mind to.



## Tamara Outram-Baggs – BMD

For the duration of 2022, Tamara was employed as a Plant Operator on the Hotham River Bridge Replacement project near Crossman in WA’s Wheatbelt. Tamara displayed a remarkable commitment to excellence over the duration of the project. The combination of skill, consistency and selflessness in her work has made Tamara an exemplar of BMD’s relationship-based and collaborative approach to projects. Tamara is a skilled site specialist with extensive experience across a number of fields and has a tireless approach to furthering her knowledge. Initially employed to drive buses to and from the site, over a year she trained, upskilled and became qualified to operate a vast array of heavy machinery (including articulated haulers, watercarts, rollers and dump trucks).

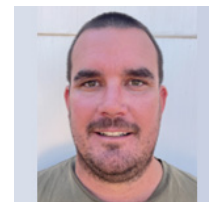
She also operated passenger transfers, became a first aid officer and managed all aspects of site traffic safety, from planning through to implementation. Her broad skillset combined with her positive and generous nature has made her an efficient and reliable point of contact for her colleagues, and an invaluable resource on site. Never too proud for any task, Tamara will roll up her sleeves whenever needed.



## Joel Pearson – WA Limestone

Joel has been in the quarrying and civil construction industry for over 20 years, starting with WA Limestone driving dump trucks and loaders before becoming a specialist marine excavator operator. In the past 5 years Joel has completed rock excavation and installation on some of the most challenging coastal projects including: Kwinana Bulk Terminal; Broome Town Beach Groyne Project; Rockingham Spur Groyne; Rotttnest Island Thompson Bay Seawall; Swan River Stadium Bridge; North Mole Seawall Repair; Mindarie Seawall Repair; Point Perron Seawall; Port Kennedy Subdivision Protection Seawall; and AMC Seawall Repair. Joel always works safely and has a strong appreciation of the machine he is working

on, the surrounding work environment, and the limitations of what he can and cannot do safely. He always care of the machinery he is operating and regularly watches all parts of the machine for wear and tear failures. He has worked his way through to be one of the best in the civil construction industry for rock placement of armour units up to 12t, using both a standard boom and a long-reach excavator, up to 120t.



*(Continued)*

*Sponsored by*





# Plant Operator of the Year



## James Pilot – Downer

James has demonstrated exceptional skill and commitment as a plant operator. With over 25 years of experience working on the rail, James has honed his skills and developed a reputation as an expert operator, proficiently handling a vast range of heavy-duty machinery. In 2022 he expanded his portfolio by taking on the role of operating the Kirow – a unique, heavy-duty rail vehicle used to lay and maintain tracks. What makes James stand out is his humble nature. Despite his years of experience, James is always willing to listen and learn. Because the machine trainers are based overseas, the team underwent just four weeks of training to learn to control the mammoth machine. Despite

the limited training window, James has been refining what he learned ever since. James is a wonderful ambassador for Downer and has even spent his day off displaying the Kirow at an industry family day, fielding questions from clients and community members. This was only 2-3 months after completing the training, which demonstrates his confidence in what he does and dedication to supporting Downer’s business objectives.



## Merrick Stuniolo – CPB Contractors

Merrick operates a range of different plant in his role at Western Range Main Infrastructure works in Paraburdoo. After only a short tenure, Merrick has earned the respect and admiration of site management, who have nominated him for his unwavering positive attitude and enthusiasm for learning. Initially recruited by CPB Contractors as a chef, Merrick, or ‘Mez’, expressed an interest in branching out to learn new skills and was offered a role on site as a labourer. As he proved himself with the team, he was entrusted to transition from labourer to plant operator. Merrick worked with his team to improve his skills as an operator to increase his competencies and pursue opportunities on bigger and more

complex plant. With the support of his team leaders, he took it upon himself to invest time into operating the more advanced plant on site. Merrick is known amongst his peers for showing maturity beyond his years and for applying his own initiative to be a problem-solver wherever he can. With his positive outlook and upbeat attitude steadily focused on delivering quality in everything he does, Merrick requires minimal supervision.



## Noel Walters – CPB Contractors

Noel has earned himself a reputation for being relied upon to handle any task competently and to complete it with minimal supervision. He is responsible for coordinating the delivery of materials to site, unloading, and managing their organisation. As with many construction projects within built-up communities, site storage and laydown areas come at a premium. Noel takes time to consider the setup of laydown areas, by assessing and planning how materials will need to be accessed once they are in place. Simultaneously, Noel incorporates a genuine interest in conservation and sustainability; by creating reusable storage initiatives and working diligently to keep the site areas impeccably neat,

tidy, and secure. Noel has a natural ability to guide and lead others and is known for his personable, easy-going nature. His thorough understanding of the project’s health and safety requirements sees him requested to escort visitors and delegates, a duty suitable to his charismatic personality. Noel is highly regarded by the management team and well respected by everyone on site. Affable and approachable, Noel is happiest in the service of others.



*Sponsored by*







# Project Manager of the Year



## Gavin Constable – Melchor Contracting

Gavin Constable joined Melchor Contracting as a project manager at the start of 2022 to the Cockburn Cement Upgrade. Despite the challenges the industry was facing, Gavin was able to assemble and establish an exceptional culture on site and also build a positive relationship with subcontractors. The support that Gavin provided when needed, and the trust he built and established in his team, ensured that the project was delivered safely, on time, and to the highest quality. Gavin openly communicated and acknowledged to the team the challenging year that was to be ahead, and made it clear that safety and quality would take priority over anything. His clear messaging and encouragement come

from his strong leadership, which flowed through to the blue-collar staff on site achieving outstanding results daily in the project. Through the labour crisis the team was facing coming out of the pandemic, Gavin was instrumental in finding and securing new subcontractors to the business to assist with the completion of the project. This was managed exceptionally well on site, with various companies all working together for a common goal.



## Rowan Dillon – BMD

Rowan's exceptional performance leading the Hotham River Bridge Replacement project has made him stand out among his peers. Rowan had the responsibility of delivering the project with high quality commercial and financial management, whilst ensuring staff were adequately supported and provided with clear structures for success. Rowan worked tirelessly to commit long hours, putting his team's wellbeing first and demonstrating an unwavering commitment to the project's success. Rowan's calm and controlled personality and dedication to clear and efficient communication served the project team soundly throughout a project often fraught with setbacks. In the wake of the COVID pandemic, many external supply chain issues caused significant delays, with the

knock-on impacts meaning the project began to fall behind schedule and face financial trouble. Rowan's skill and proficiency in consistent and persistent communication and documentation while managing substantial extension-of-time and cost claims successfully brought the project back to a strike margin position and effectively saved the project. The project was completed on time and within budget, thanks to Rowan's exceptional leadership skills and unwavering commitment to success.



## Tim Ellett – EK Contracting

Since his appointment in late 2021, Tim has been fundamental in establishing EK Contracting's business structure, compliance processes and recruitment capabilities for both tenders and project procurement. He has excelled in managing the rapid growth of EK. He does this through strong interpersonal skills, open and transparent communication, and a strong desire to help employees achieve career progression goals. Tim's passion, experience and capabilities to employ and train Indigenous people and those new to the civil industry are hard to match. EK's goal is to provide meaningful training and career progression opportunities and Tim's Project Management of EK Contracting's Gnowangerup Shoulder Widening Project set this standard. Tim received, managed, and field

over 100 phone calls a day both about this project and other EK Contracting expansions and opportunities. His incredible effort sees him manage all EK Contracting current works; tendering, recruiting, training and scheduling new and future works; and effectively dealing with staffing, plant or material issues onsite. Tim was the first member of the team to the site in the morning and often the last to leave in the evening.



## Kate James – Downer

As Project Manager for Downer re-rail on the Rio Tinto network, Kate has been instrumental in achieving our business goals and objectives. Her dedication, professionalism and compassion for others have made her an invaluable member of our team. Her technical expertise and strategic vision have helped her to manage the project's budget, track project expenses, and ensure our project stays within budget. She constantly evaluates opportunities for improvement and is committed to collaborating with others to achieve project success. Kate's excellent relationship with our client, and recognised ability to deliver on her commitments, has opened the gateway to our expansion in the Pilbara region. Kate has shown exceptional safety, leadership and interpersonal

skills. She is dedicated to investing in her team by building and promoting from within. This advocacy has led to numerous team members progressing in their careers. Above all else, Kate treats everyone equally and is clear about her motto of each team member being significant to the crew, regardless of what their role or ranking may be. She has a way of uplifting others, so they feel confident within themselves, and their ability reach higher.



(Continued)

Sponsored by





# Project Manager of the Year



## Nick Kelly – Georgiou Group

Nick Kelly recently delivered the \$150 million Leach Highway - Welshpool Road interchange, an extremely challenging and complex project. Nick pushed his team to innovate and provide engineering excellence. Upon commencement of works in late 2020, the project integrated a COVID mitigation plan to manage state lockdowns and team continuity to ensure works weren't disrupted. Nick took measures to safeguard the bridge beam lifts from any COVID-related disruptions, ensuring the timely completion of these pivotal project milestones. Nick maintained constant oversight of the programme and motivated his team to maintain strong relationships with suppliers. He also emphasised the importance of procuring materials well in advance, to avoid any potential

delays. As a result, regular generation and distribution of lookaheads to suppliers were ensured, enabling the LWA project to remain on track. Nick led the execution of a Wellbeing Awareness Management Plan. This innovative health and wellbeing initiative was driven by Nick's passion, targeting improvement of wellbeing for both white collar and blue-collar members, whilst achieving the key result area 'Project Wellness' over the course of the project.



## Kieran Turner – Fulton Hogan

Kieran's knowledge and expertise on concrete, steel and timber structures is critical for Fulton Hogan to remain competitive while building and sustaining a good viable business model. Kieran's ability to converse confidently and impart his knowledge with all levels, from responding to questions from Fulton Hogan's Directors conducting a site visit, to a standard toolbox talk onsite, is well received by all. Since taking charge of the Structures business unit, the team has rallied under his leadership as he has prioritised the needs of the team, encouraged upskilling of members and set challenges for the team while seeking opportunities to keep the work interesting. He has fostered a productive and collaborative relationship with the estimating team, where he is

able to provide key knowledge and expertise around methodology to ensure the structural integrity and performance of the structure, while remaining price competitive. Kieran has developed and maintained strong and collaborative relationships with clients from state and local governments as well as public and private enterprises to find optimal, cost and time appropriate solutions to ensure the progress of projects to achieve the client's desired outcome.



## Heath Whyte – Central Earthmoving

Heath Whyte is a Senior Project Manager with Centrals who has been able to deliver remote infrastructure projects for a variety of Government and private clients in 2022/23. In the past 12 months Heath has been engaged on a variety of projects, including the Bellevue Aerodrome upgrade project in the Northern Goldfields. The project was a significant milestone for the business as it enabled the development of airside skills through the delivery of runway pavement and other airside infrastructure. Heath's ability to resource his projects has enabled him to deliver project objectives in accordance with contract timelines. The diverse workforce that he has fostered, has now been able to be spread to

increase skillset capability on alternative works for adjacent clients. Heath challenges his peers for the betterment of the project and business. His appetite for work and ability to resolve problems has led to the successful delivery of this project as well as further emergency works for CBH at the same time. In addition, Heath mentored the development of two graduate engineers and a junior supervisor who have all become critical assets to the business.



*Sponsored by*





## Arianna Castellano – Downer

As Temporary Works Lead for NEWest Alliance, Arianna has made it her personal mission to re-create the process for temporary works. She has introduced safety in design and risk constructability workshops prior to issuance for construction of the temporary works packages. She has also introduced strict checks on the competencies of temporary works external consultants (designers and verifiers). The improvement in temporary works planning has resulted in improved budget/forecast and schedule, and prompt communication (thanks to introduced hold points) in case of design alterations and deviations, reducing downtime and construction problems. Arianna has achieved zero temporary works NCRs raised by stakeholders to date, which is a testament to her excellent work. Additionally,

Arianna’s outstanding improvement in the temporary works management has resulted in a positive safety outcome, with increased project awareness of the temporary works process and its requirements, and successful feedback when audited by both internal and external parties. The new procedures have been adopted by the NEWest Alliance and plans are in place for it to be implemented in future projects by both main contractors, Downer and CPB.



## Robert Cribbin – Whittens

Robbie very quickly established his potential with Whittens, commencing in the role of Senior Project Engineer in 2020. The actions and qualities Robbie consistently displays wholly reflect the Whittens core values, making him a pillar of strength in some very trying and testing situations on some of our remote projects. Robbie played a critical role as Package Manager on the White Quartz Road Project – the first of the Sustaining Capital Projects to be delivered by Whittens for Rio Tinto. Within this

role, Robbie led the team whilst navigating some very complex scope delivery within the required time and budget constraints. Robbie’s key attributes encompass being highly driven, self-motivated, and results orientated. He is always positive, upbeat and carries an uplifting spirit that is infectious.



## Nermin Klipic – CPB Contractors

Nermin’s team is responsible for the delivery of over 3km of contiguous piled retaining walls, with approximately 3,000 individual piles along the Yanchep Rail Extension project site. Once all excavated earth has been removed, Nermin and his team are responsible for the installation of the shotcrete facing of the piles, to complete the railway tunnel walls. Exercising foresight and planning priority works with the wider team and his suppliers has not only secured a robust construction program, but also earned Nermin trust and respect amongst his peers. Nermin’s coordination efforts have made it possible for execution of the piling works to be completed within a compressed schedule. He expertly manages interfacing with all stakeholders and suppliers, proactively

keeping 7 piling rigs operating without disruption. Simultaneously, Nermin has kept the related procurement chain moving, ensuring all vendors can fulfill their scope in alignment with his well-oiled process. Nermin prioritises open communication with his direct reports, management, and his peers. Above all else, Nermin’s positive attitude and his ability and willingness to collegially problem-solve with his peers sets him apart.



## Muhammad Mussaab – FSC Civils

Muhammad started with FSC in July 2022 as a Project Engineer and has since been promoted to Senior Project Engineer. Muhammad’s drive, ambition and strong work ethic has seen him excel within FSC and the civil construction industry. Muhammad has taken the lead in temporary works coordination across multiple projects and through innovative thinking he has managed to produce efficient and cost-effective outcomes. Muhammad is always approachable and one of the first people to offer his assistance to others. His calm demeanour has proven him to be an excellent coach to the junior team members and his pleasant manner and approach always provides a boost to morale. Muhammad is

currently working on our Metronet - Bayswater Viaduct project for our client Laing O’Rourke. He is responsible for managing the construction program, coordination of operations, project planning and resource allocation across the whole project. His results focused attitude, attention to detail, professionalism and approachability ensures the project runs efficiently ensuring all programmed works are communicated effectively to the team.



## Yin Ming Pang – Central Earthmoving

Over the past 24 months, Yin has juggled her post graduate engineering studies with work in the estimating team, as an engineer on a significant tailing dam lift, and as well as an engineer on a detailed earthworks project in the northern Goldfields. Yin’s ability to catch onto concepts has resulted in her taking on more tasks than a usual graduate engineer. Yin has been essentially the 2IC to the project manager for the tailing dam lift at Golden Grove. Yin has taken on procurement, production tracking, quality assurance and programming for the earthworks. She has been relied upon to negotiate with the client to resolve construction issues (it helps that she has mastered in tailing dam construction as part of her degree), identify

suitable material types for the inner wall and work up construction methodologies. Yin has shown an appetite to strive to better understand project life and incorporate that knowledge into her problem-solving of project issues. Her ability to take on tasks to resolution has resulted in her managers being able to focus on project delivery and sustained financial performance rather than day-to-day tasks.





## Lachlan Rosher – Ertech

Within just five years, Lachlan has rapidly risen from Student Engineer to Senior Project Engineer. Lachlan's natural curiosity, strong problem-solving ability, and incredible work ethic have led him to take on higher-level roles and responsibilities. Lachlan generously contributes time to developing others, from supervising engineers in Ertech's Graduate program to volunteering as a mentor to over 100 young students at the Motivation Foundation. While Lachlan is no stranger to engineering good outcomes on challenging projects, his most recent role has seen him step up to the plate again to take on several Project Management responsibilities including but not limited to financial and commercial management, client liaison, graduate supervision, program and

subcontractor management, and the redesign of the infrastructure. In addition to the extensive number of scopes requiring a wide range of consultants, the project has several stakeholders to satisfy, and Lachlan has gained the trust and confidence of all stakeholders, especially the client. He methodically and thoroughly prepares information for client meetings, and when he presents, he is very structured, fair, and professional, ensuring Ertech's commercial position is sound.



## Peter Ting – CPB Contractors

Senior Project Engineer Peter Ting is responsible for management of cost, quality, and schedule of engineering activities on projects. Over the past 12 months, Peter has worked across two major projects for CPB Contractors, where his involvement has influenced key decisions and brought about positive change. Originally from Malaysia, Peter moved to Australia in 2008 with coveted and sought-after international experience as an expert structural engineer, specialising in large concrete structures. Peter's international expertise contributes to an exchange of diverse knowledge and experience. In addition to bringing his innovative and international learnings to the Pilbara, Peter is known as a dedicated and hard-working

manager, setting high standards for others to follow. Peter excels by putting his heart and soul into his work, taking pride in delivering to the highest standard possible. As a detail-oriented professional, he diligently works with his peers and stakeholders to thoroughly cover and deliver on his responsibilities. With Peter at the helm of engineering services on site, the Wind Fences Project at Port Hedland is positioned for on-time and on-budget delivery.



## Quentin Vidal – Rob Carr

Quentin's potential to grow with the business and become a driving force on projects was soon recognised. Quentin is very resilient and persistent, willing to put in a lot of effort when the demands of the project require. Quentin's ability to communicate at all levels, from relaxed conversations with frontline employees to targeted interrogations from works inspectors, is a credit to him. Quentin's theoretical knowledge has proven its worth multiple times, reinforcing the value that a Masters degree can bring in the right application. He has been able to recognise when designers have included difficult to procure materials that can be substituted for equal materials – a skill that has proven invaluable during supply chain constraints over the past few years. Quentin has been entrusted with

running technically complex projects with small crews without direct PM oversight, and during a prolonged unplanned absence, without a site supervisor. He was able to seamlessly assume the roles of both engineer and supervisor, running prestarts, organising all materials and contractors, resourcing, safety inspections and driving hazard ID, and providing cost updates to the PM. This baptism of fire really accelerated his skills.



## Eli Wettstein – Fulton Hogan

Eli Wettstein came to Fulton Hogan as a mature aged Graduate Engineer over 5 years ago with a wealth of life experience and a positive learning nature. His development over the past years has been astounding to absorb and understand the complexities for bridge construction, maintenance, and repair throughout Western Australia. Eli has consistently demonstrated exceptional engineering skills, leadership, and dedication to his role. He has shown great leadership, running up to 4 projects consecutively. His extreme attention to detail has assisted in accurate cost controlling of technical bridge replacement and repair projects. Eli's technical knowledge and understanding of client

specifications and expectations has lifted the business to a new level, and inspired others to strive to reach these levels. In addition to his professional achievements, Eli has also committed to sharing his knowledge and expertise with the wider team at Fulton Hogan. The relationships that he has built on over the last year have helped lift the whole work group's morale and motivation.



Sponsored by





# Administration Coordinator of the Year



## Lindsey Black – SRG Global

Since joining SRG Global Infrastructure 18 months ago as Senior Project Administrator, Lindsey has set the bar high for all our project administrators. Her attention to detail, unwavering adherence to the tested processes and ability to find solutions in crisis has established her as the go-to senior administrator in the business. Lindsey’s success is driven by her old-school approach to processes whilst using modern technology. When dealing with people, whether it be clients, management, employees, subcontractors, or suppliers, she will pick up the phone and talk with them, only using email to confirm the outcome of a discussion. This personal interaction and her open communication have enabled Lindsey

to build strong relationships with everyone she deals with, which in turn has enabled her to sort out issues quickly and effectively. Lindsey firmly believes in the benefits of these personal interactions and building relationships and rapport with the people she works with. Lindsey is an indispensable support provider to the project teams she works with. She is on call 24/7 and recognises that this role is not a 9-5 job.



## Laura Campbell – Melchor Contracting

Laura’s primary responsibilities include premobilisation and site administration. It is a fast paced, dynamic role where the project time pressures generally begin on her shoulders. Having played a vital role in the successful delivery of our Cockburn Cement Upgrade project in 2022, Laura has been selected to command the full mobilisation of personnel to the CGP3 project in Greenbushes. Discussing Laura’s mobilisation function, Project Manager Ryan O’Rourke says: “Laura has in every way, knocked this out of the park. We couldn’t be more impressed with her ability to close gaps, follow up roadblocks and keep the lines of communication open and clear.” Laura has an innate ability to ‘get in front’ of anything that will impede site managers and supervisors working

efficiently by streamlining their administrative workloads. Communication is no doubt Laura’s strong point. You will see Laura effectively communicating mobilisation expectations to our blue-collar workforce, then quickly transition to transferring required information to our suppliers, and again back to liaising with our client’s teams, all within a matter of minutes. She handles all communications with ease and ensures all stakeholders receive the information they require to fulfill their obligations.



## Yvette Hugo – RJV

Yvette is a natural in dealing with people, problem solving and being able to find the best solution for both the employee and the business. In recent years she has been involved in a number of programs that have benefitted the company, improved culture, and created a better employee value proposition. These have been vital to helping RJV through a period when attracting and retaining employees has been a top priority. In the past 12 months RJV have re-started our Mining Division. With the successful tender to build a tailings dam at Telfer, came the task of mobilising an entire workforce from scratch. We implemented a recruitment software solution and Yvette then went about working with our internal recruitment

coordinator to recruit, onboard and mobilise over 150 people to site in an 8-month period. Yvette has given up nights and weekends to make sure employees are inducted, have the right equipment and have been given all that they need to succeed in their new role, allowing us to grow the business and expand into new areas. This site is now fully staffed, and we simply could not have done this without her.



## Tracey Jones – Downer

Downer’s Workforce Services team has been built around Tracey, as the initial employee and driver of excellence in creating a high impact department which due to her success, has now grown to three. She has created a culture of innovation within her team, where her staff automatically look for ways to improve and optimise performance. Tracey has streamlined and transformed the Workforce Services model from a straight mobilisation function for one project to a centralised service for multiple projects including compliance. She has developed a robust mobilisation process and schedule to site, ensuring efficiencies and contingencies to improve key deliverables, contract adherence and compliance across all projects. Using her business expertise, she has coached her staff to operate in a customer-

centric environment, viewing each employee who they are responsible for as a ‘customer’. She has reframed their mindsets about what ‘good’ looks like, optimising productivity and performance. Tracey has implemented and reviewed several new and improved processes, workflows, and procedures at Downer. For example, she has streamlined the onboarding process, focusing on employee satisfaction, and developed workflows for onboarding new employees.



(Continued)

Sponsored by





# Administration Coordinator of the Year



## Dale Kay – Structerre Consulting

Dale is PA to the WA Geotechnical Division Manager and has dedicated herself to managing the administration team of the division proactively. Her dedication to her job, the company, and clients is second to none. Dale's efforts to communicate with clients openly about any issues that arise are exemplary and has contributed significantly to the company's success. Dale's contribution to the success of the business cannot be overstated. Her role in monitoring job numbers and job statistics provide the ability to successfully forecast future workloads to maintain the quality of product Structerre has become known for. Dale is always willing to step in with a hands-on approach involving all administration tasks as required and handles them with the utmost professionalism. Dale has exceptional

organizational skills and can manage multiple tasks simultaneously, making her an asset to the company. Dale's proactive management has been instrumental in supporting and maintaining Structerre's training systems and tools. Dale always takes the initiative to set up and train new administration team members using our internal tools and software, ensuring that everyone is up-to-spec and providing the continuity of services required.



## Jenna Manning – Saltire Infrastructure

Jenna is an Operations Administrator at Saltire, where she plays a critical role in administering the general operations of the business. Since joining as the fifth employee and the first member of the office staff in 2020, Jenna has efficiently set up a booking and rostering system, streamlined company processes, and coordinated personnel and equipment in the field. She has supported the management team, identified and resolved resourcing issues across various projects without direction, and shown exceptional dedication and commitment to her role. This year, Jenna's work has been fundamental to the business's ability to grow. To facilitate growth, Saltire implemented a new field management software, which Jenna learnt from scratch and has become the Master user. Assignar

has dubbed Saltire as the most proficient user of their software in Australia, which is fully maintained and controlled by Jenna. Jenna's incredible communication skills have impressed both colleagues and clients. She manages field workers and communicates directly with them about their upcoming work, discusses any issues with their reporting, and personally meets and talks to everyone in the field.



## Gilli-Anne Mawby – Melchor Contracting

Having only commenced her role as Information Manager with Melchor Contracting at the end of 2021, Gilli-Anne Mawby spent 2022 making a transformational impact on the company's information management system and document control. GilliAnne has a remarkable ability to interpret, organise, communicate, and control vast amounts of complex information. Following a thorough review of existing systems, Gilli-Anne has championed many improvements, including development and implementation of standardised document control processes, creation of a Data Breach Policy and Privacy Policy, and design and development of both standard and custom Power BI reports for the electronic document and records management systems, and SharePoint sites. Gilli-Anne effectively manages the flow of documentation between the project team, design consultants, clients, subcontractors, and other stakeholders.

Gilli-Anne's verbal communication skills see her equally comfortable advising senior management as she is guiding and training those new to the workforce. As a result, Gilli-Anne has built strong internal and external relationships and works confidently with multiple stakeholders. Colleagues naturally seek Gilli-Anne's professional advice when facing difficulty; you might find Gilli-Anne solving complex systems issues or helping our more mature blue-collar workers with their IT-related questions.



(Continued)

Sponsored by





# Administration Coordinator of the Year



## Kristen Nelson – Oaks Civil Construction

Kristen commenced employment at Oaks in August of 2021 as Workforce Development & Training Coordinator. Kristen’s role was created to improve the way Oaks conduct and manage internal administrative workloads and task completion methodologies. Additionally, Kristen is responsible for coordinating organisation recruitment and employee needs management, supporting our clients with pre-qualification assessments, client specific on-boarding needs and overseeing an administration team. Kristen has excelled in this role by always seeking new methods of best practice, innovating our processes, and taking a hands-on approach in all areas of task identification, planning and completion. Kristen encompasses a can-do attitude in all areas of her work, with no task too big or small. Kristen created the Oaks Workforce

Development & Training Pre-Employment Program to create change in the way in which individuals enter the construction industry, which can often be a confronting and non-supportive process. Kristen displays exceptional interpersonal and leadership skills across all areas of her work. Oaks Civil Construction is so grateful to have Kristen wearing Oak’s branding and encompassing everything our logo stands for in every aspect of her work.



## Chloe Shugar – Fulton Hogan

Chloe has been an invaluable member of the Fulton Hogan team and has consistently exceeded expectations in her role. Chloe has excelled at administering the asphalt laying department, ensuring that projects are completed on time and within budget. Her attention to detail and exceptional communication skills have been essential in keeping the team on track and ensuring that all tasks are completed to the highest standard. Chloe’s prior knowledge in accounts and the systems in the company has enabled her to help the Asphalt team members get all invoices in on time and coded correctly, which makes managing the job

much more manageable. Chloe is incredibly reliable and always willing to put in the extra effort to get the job done. She is a true team player and is always willing to lend a helping hand to her colleagues whenever needed. Chloe has adapted to Fulton Hogan’s new financial systems and is always willing to learn something new and champion change.



## Franka Weiss – BMD

As Project Administrator on the Mitchell Freeway Extension Joint Venture, Franka is an invaluable resource. She is committed to improving processes and identified areas within the administration workflow that required initiatives to manage with the increasing workload. Through her tireless efforts, Franka was able to distribute work more effectively by engaging and empowering additional administration staff to support and by prioritising work based on importance. Franka is relied upon by the Project Commercial Manager to assist in the management of subcontractors, including writing variation letters, and managing contracts. Franka’s leadership style is collaborative, empathetic and strategic. She walks the talk when it comes to open communication and transparency, constantly encouraging her team to share ideas and

provide feedback freely. She demonstrates empathy and flexibility with reporting to staff and stakeholders, understanding that everyone has different needs and preferences. She also believes strongly in continuously adapting to change, helping her to stay agile and responsive in the fast-paced work environment a project presents. Franka is a high performer and exceptional in her role, always working to create a positive and high-functioning work environment, where everyone feels valued and supported.



*Sponsored by*





# Site Supervisor of the Year



## Nathan Acker – Ertech

Nathan joined Ertech five years ago as the Permit Co-ordinator for Chevron on Barrow Island. Within a short time, Nathan built a strong rapport with the site delivery team and developed Chevron's confidence in Ertech's growing electrical capability. Nathan has led the delivery of projects outside of Chevron, including a solar farm that powers a liquid waste facility in the Pilbara. Nathan's contribution to supervising the solar farm enabled the project to be delivered under budget. Nathan has built a competent team that is trusted to complete very high standards of work, safely, efficiently, and often in challenging environments. He has an interest in understanding people's needs, resulting in an engaged

and loyal workforce. He balances personal and professional relationships on-site well and his team feels at ease in raising any issues that may impact work. He is always willing to lend a hand to his colleagues and new people entering the industry, sharing his knowledge and expertise to help them grow. He recognises the significance of the mental well-being of FIFO workers and devotes attention to ensure a secure and contented work environment.



## Wayne Balding – Whittens

Wayne has steadily progressed within our organisation to his current position of Senior Supervisor and holds a crucial lead role on one of our FMG projects. Wayne remains proactive in identifying and solving problems onsite by working with the FMG Delivery Team. It's this valued input that gains continued recognition by FMG at the regular meeting and management forums. Whittens remain successful in winning other projects at both Christmas Creek and Cloud Break, which gave the opportunity for other emerging leaders working in a leading hand capacity to step into a supervisory role under Wayne's guidance and mentoring, an opportunity that they might not have received if not for

Wayne. His track record remains consistent with his ability to deliver these projects safely and to the stakeholder's satisfaction, resulting in being offered further opportunities to tender for upcoming projects on both mine sites. Wayne is enormously well respected by the team both on and off the projects he is delivering. He has a knack for making new recruits feel welcome; a quality much appreciated by those new to the FIFO industry.



## Paul Buckley – Enviro Infrastructure

Paul is responsible for the daily operations of some of Enviro's most complex and high-risk sites. Paul had not had significant exposure to either civil construction or site management roles until he joined the business, but his attention to detail, work ethic and high standards marked him as a rising star early. Despite Paul's previous roles being mainly in commercial and residential and focused on paving, he has thrown himself into a number of projects which challenged his skill set, including projects involving road and bridge construction, culvert installations, de-watering, road realignment, asphaltting and concrete works. Paul constantly displays this high level of capacity and commitment to his

works and refuses to compromise quality and safety in delivery. Paul utilises a participative leadership style when running sites and engages with his team to receive and consider feedback. This collaborative approach has earned him much respect among those who work under him. Feedback from Enviro's clients is that Paul is cool and collected to deal with, and that he is highly competent in the delivery of his projects.



## Rebecca Harding – Fulton Hogan

Rebecca joined the Fulton Hogan Southern Network Contract team as a casual supervisor and as the program grew has become a well-regarded and valued full time employee. Rebecca's infectious and vibrant personality characterised by her positive attitude and approach to work, and life, has been a welcome addition to what is generally a male dominated industry. Rebecca is very personable, has strong attention to detail and focus on compliance across all areas. Her positive and approachable personality ensures the working relationship with our team members, engaged high risk subbies and the client is always open and constructive producing the right result for all concerned. This approach helps produce a quality and professional end product. As a result of Rebecca's diligence and attention

to detail, her services have been sought after by other managers, providing Rebecca with a number of upskilling and career development opportunities. More recently Rebecca has delivered the annual Mill & Fill and Surface Correction program. Rebecca was able to leverage the skills and experience of these teams to further her growth across the industry as well as generate significant respect and appreciation from her peers.



(Continued)

Sponsored by







# Site Supervisor of the Year



## Tom Harris – Halo Civil Engineering

Tom has been a valuable member of Halo for 18 months, and in that time, has consistently demonstrated a commitment to excellence in the role. In addition to his technical skills, Tom has also demonstrated excellent leadership skills. He is approachable, supportive, and always willing to lend a helping hand to colleagues who need it. Tom has a knack for bringing out the best in others, and his positive attitude and strong work ethic inspire those around them to do their best. Where Tom truly stands out is his ability to not only adapt to any discipline but any role, whether it be recruitment, plant management, logistics, client relations, engineering, or planning. You name it, Tom does it, and

does it exceptionally well. For this reason, he is frequently requested specifically by clients for projects. Tom has demonstrated a commitment to ongoing learning and development, always seeking out new opportunities to expand his knowledge and expertise. Tom is up to date with the latest industry trends and developments, and his willingness to embrace new technologies and techniques has helped Halo stay ahead of the curve.



## Kenneth Haste – Fulton Hogan

Ken has demonstrated exceptional leadership skills, commitment to safety, and dedication to excellence with Fulton Hogan. As Senior Structures Supervisor, Ken has consistently displayed a strong work ethic and keen attention to detail. He has taken on challenging projects and consistently delivered results that exceeded expectations. His skills and extreme wealth of knowledge are an asset to Fulton Hogan as he continues to absorb and understand the complexities of bridge construction, maintenance, and repair throughout Western Australia. What sets Ken apart is his unwavering commitment to safety. He has implemented rigorous protocols and procedures at the job site, ensuring that all workers are protected and that all work is completed in

accordance with industry standards. Ken is also a mentor and role model to his team. He has created a positive environment where workers feel valued, respected, and motivated to do their best. Ken understands it all comes down to people; how we treat them, respect them, and listen to them. Ken's honesty and ability to converse with all levels of the business will see him continue to grow, and he will continue to stand out.



## Jefferson Jaramillo – Melchor Contracting

As a Supervisor on the Cockburn Cement Upgrade during 2022, Jefferson played a crucial role in ensuring that the project was completed on time, within budget, and to the highest standards of quality. Jefferson has an exceptional ability to plan and execute projects, managing timelines, budgets, and resources with great skill and efficiency. His commitment to innovation and continuous improvement has led him to introduce new processes and techniques that have improved project outcomes and helped to differentiate our business from our competitors. Jefferson is an outstanding leader, and his interpersonal and communication skills are second to none. He has a unique ability to inspire and motivate his team, bringing out the best in everyone around him. He fosters a culture

of collaboration and teamwork, encouraging open communication, and creating a positive and supportive work environment. His friendly and upbeat disposition is well renowned on all sites he works on. He is also skilled in working with clients and stakeholders, building strong relationships based on trust, respect, and transparency. Jefferson has an approachable nature and ability to maintain staff morale. Those who've worked alongside him request to be led by him on future projects.



## Craig Maynes – Downer

Craig brings a unique perspective to the role with his trade background as a carpenter. This has given him a keen eye for detail and an innovative and collaborative approach to site supervision. Craig is a true leader with an empathetic and encouraging leadership style that has enabled him to build a productive and loyal team. He invests in his team's professional development and regularly challenges their mindsets about what they want to achieve, and how they can be their best selves. Numerous success stories can be told from the crew who have been mentored by Craig and have gone on to do bigger and better things in many aspects of life.

Craig genuinely cares about people and wants to see them succeed. He believes that everything revolves around people, and if he has a good relationship with his team, he can achieve better results. His leadership style has helped to foster a positive team culture, which has led to fewer incidents on site. Craig excelled in ensuring that the project is safely on program to a high standard.



(Continued)

Sponsored by





# Site Supervisor of the Year



## Ryan McAuliffe – RJV

Ryan started with RJV as a site supervisor in mid-2022 and very quickly earned his place as a well-respected and active member of our supervisory team. One of Ryan’s most valued qualities is his leadership style. His knowledge, communication, attitude to safety, capacity to boost morale and upholding of quality standards has earned him the respect of his colleagues, subcontractors and our clients. When it comes to safety, he consistently models positive health and safety behaviours, fully supporting and embracing RJV’s zero harm culture whilst encouraging and embracing change. His meticulous, detailed-orientated approach means every task is performed to exceptional quality standards. All these capabilities were exemplified in his management of our Flynn Drive

project. Stepping in at short notice when COVID struck the site, he immediately took control of the program, communicated the requirements to his team and maintained schedules despite the difficulties faced with labour shortages. His adaptability and leadership skills allowed him to complete the project ahead of schedule and achieve an outstanding safety audit report. This was achieved despite being required to manage multiple sites, deal with employee absences, and manage a number of critical plant breakdowns.



## Gavin McGroarty – Georgiou Group

With many years of experience in the construction industry, Gavin has a thorough knowledge of staging, scheduling and building structures in complex environments. For the past two years, Gavin has been tirelessly leading the Mitchell Freeway Extension Project works towards successful completion, with an unwavering commitment to prioritising safety and always striving to do things in the most optimal manner without making any compromises. Gavin pushed his structures team to innovate and provide engineering excellence in the construction of this project. The construction of an intricate bridge over an active operating rail was the most significant challenge faced by the structures team. Gavin worked closely with MEJV’s Structure Manager to meticulously communicate

the installation bridge plan with the whole structures team to mitigate any issues they could face during the shutdowns. Gavin possesses the talent of motivating people to bring out their best, which led him to naturally mentor colleagues from supervisors to leading hands. Being on a team with varying degrees of exposure to concrete and general structures, Gavin personally took it upon himself to offer guidance and share his own experiences in civil with his team.



## Joshua Mountford – Saltire Infrastructure

Joshua manages the Regional Valves and Hydrants program for client Water Corporation. He embodies the company values: Innovate, Deliver, Excel. Josh implemented an innovative dust suppression product that facilitates putting water on the blade of a reciprocating saw, for cutting of asbestos pipes. Water Corporation has requested distribution of the adaptors and developed a procedure for wider use. Under the Deliver value, he has managed the regional valve and hydrant crews for the past year, overseeing their work from towns as far north as Derby down to Albany, with minimal input from the senior management team. His commitment to the project’s success has led to Saltire achieving each outcome of the planned construction program. Josh excels in his role

under the Excel value, training and growing his team to become supervisors and coaching younger team members. He has trained at least 12 personnel in the past 12 months, facilitating the growth of the business with in-house trained and competent operatives. He is also a counsellor to his team and volunteers his time to Mates in Construction to support teammates who may be struggling personally.



## Rob O’Donoghue – FSC Civils

Rob joined FSC in 2019 and has been an integral part of the team from the start. With over 15 years’ experience in the industry, Rob’s knowledge has been an invaluable guide to our team and trainees on site. Rob is a favourite with our clients who often specifically request him due to his approachable manner and ability to provide a high-quality product on the most complex of projects and in challenging conditions. Rob’s effective communication skills and concise direction to his team members ensures the safety of all involved. His attention to detail and pre-planning ensures the smooth execution of works and provides an environment where his team can excel and altogether results in a happy workforce who enjoy

being part of the team. Rob has led his teams to execute FRP works on the following iconic projects, to name a few: Bridge widening over Roe Highway and bridge replacement over rail on the Karel Avenue Project; substructure of the incremental launch bridge and 3 footbridges on Tonkin Gap Alliance; 10-span viaduct bridge and underpass plank bridges as on MELConnx.



(Continued)

Sponsored by





# Site Supervisor of the Year



## Josh Saunders – Everything Earth

As Civil Supervisor, Josh oversees day-to-day operations across multiple projects and many sites, a task he takes in his stride. Josh has been with Everything Earth three years and has quickly progressed from Civil Operator to Civil Supervisor. Josh is trustworthy, efficient, an agile thinker and always brings a solutions-based mindset to each challenge. A carpenter by trade, he boasts excellent skills in people management, project management as well as being an extremely proficient operator across a wide range of machinery. He's also a talented fitter who can assist with most mechanical repairs. Throughout this past year Josh has been provided increased authority

to manage multiple key projects for Everything Earth, while also managing a variety of civil and roadwork projects for a number of local governments and multiple private clients. Josh brings his warm nature to work with him every day. Retention of staff has remained high, and this is down to Josh's communication skills, empathy and ability to provide clear direction, all while ensuring the project is completed on time and to the highest quality.



## Adam Shanley – Rob Carr

Adam's expert knowledge spans many aspects of civil construction, specialising in water and wastewater infrastructure, open cut and trenchless pipelaying, deep shafts as caissons, shored, sheet piled and post-and-rail, and water retaining structures, and suburban restoration. Adam's projects have always had extremely high client satisfaction feedback, contributing to ongoing repeat business for Rob Carr. Adam's ability to charm local stakeholders has also ensured strong community support, which was evident in the Dunsborough project where many residents opposed the work initially. Any complaints were quickly resolved to the satisfaction of all involved, whilst still allowing the project to advance. Adam's prestart style has now formed the basis of the new "Rob Carr

Way", where each leading hand will inform the pre-start team of their previous day's activities and hazards, the planned works for that day and expected hazards, and any resourcing required. This not only demonstrates Adam's ability to engage and create buy-in and ownership from the work crews, but also creating the next round of supervisors with the necessary skills to be able to effectively manage a civil project by imparting the fundamentals of successful leadership and expert civil knowledge.



## Corey Taylor – Melchor Contracting

Corey is an authentic, driven and goal-oriented Supervisor who showed exceptional performance at the Cockburn Cement Upgrade during 2022. His dedication, hard work, and leadership skills were key in bringing the complex civils package of the project to a successful close. Corey has a natural talent for developing high performing teams, aligning each crew members skills and career aspirations with what is required from the program schedule. Proactive in identifying potential challenges that may arise during the construction process, Corey takes the necessary steps to mitigate them. He has demonstrated excellent project management skills, ensuring that all tasks are completed efficiently and effectively. Fostering a collaborative work environment, Corey empowers his team members to

take ownership of their tasks and execute at the highest level. His ability to work under pressure and remain calm in challenging situations has been an asset to the company. Recognised for his innate ability to motivate and lead by example, Corey was selected to participate in Melchor's Leadership Development program during 2022. Corey immersed himself into the course, impressing peers with his self-awareness and well-considered core values and goals.



## Paul 'Barney' Williams – Tonkin Gap Alliance on behalf of WA Limestone

Barney Williams has been the Traffic Supervisor on the Tonkin Gap Alliance (TGA) Project since 2020. Barney brings a solutions-based approach to his work and is always the first called upon by his colleagues and peers when there is a problem needing an urgent and effective solution. Barney is always ready to jump in and get the job done to ensure either the continuity of works, providing a safe solution, restoring traffic flow, or coming up with an innovation to make everybody's life easier and safer. Not just content with effectively managing all road users on the project, Barney is also recognised for his dedication to working with the Environment and Sustainability team. On multiple occasions Barney has

been witnessed safely corralling ducks, goats, cats, and dogs off the highway. In addition to his duties, Barney took on the role of overseeing a group of 15 Indigenous trainees gaining practical experience on the project. Barney assisted this process so the trainees gained hands-on, supervised learning as a pathway into the construction industry. A number of these trainees have subsequently come to work on the project under Barney's supervision.



Sponsored by





## Melissa Arias – Georgiou Group

Melissa Arias is an Environmental and Sustainability Advisor at Georgiou Group. Over the last three years, Melissa has led the management of sustainability targets across four different high-value Main Roads WA projects, and ensured all projects met their targets. Under Melissa's influence, Georgiou has made a huge shift toward embedding a sustainability culture, implementing sustainable practices and ensuring the most sustainable outcomes at all stages of project development. Melissa's demonstrated ability to manage and achieve sustainability targets led to her appointment as the Sustainability Manager on the Leach Highway Welshpool Road Interchange Project. Although this role is typically appointed to a more experienced professional, Melissa was

appointed because of her obvious competence in this field. Melissa has been heavily involved with promoting resource efficiency and supporting a circular economy. She champions reuse and recycling initiatives on our projects, encouraging employees to move away from a linear model and consider the whole of life impacts of all resources on site. Melissa works with the Georgiou corporate team on reporting and tender submissions – addressing sustainability targets and identifying new opportunities to achieve sustainable outcomes.



## Kristy Havelberg – Tonkin Gap Alliance on behalf of Georgiou

In December 2022 Kristy was promoted to the Community and Stakeholder Engagement Lead position. This role involves leading a team of three and overseeing community and stakeholder engagement initiatives on the project. This is a demanding job, given the size of the project, and scale of community and stakeholders impacted. Kristy's work with the community has directly contributed to an average community sentiment score of over 90% across four independent surveys. Kristy has an efficient, pragmatic and friendly communication style. Kristy possesses the ability read situations, be it within the team or with an external stakeholder or community member, and tailor her communication style accordingly. Kristy has the rare skill of communicating with authority,

intent and influence, while making sure the audience is engaged and receptive. Kristy is well recognised amongst the TGA team and the community as going the extra mile in delivering exceptional outcomes for all involved. Kristy has also played a key role in Aboriginal business procurement as the Deputy Key Results Area (KRA) Champion. Kristy held weekly procurement meetings to drive this, which has become a key success area for TGA.



## Jess Irvine – Clover Pipelines

Jess is one of two female Operations Managers across Clover's four branches. Her understanding of Water Corporation's water/drainage pipe networks and its components is second to none. She is considered the go-to person for Clover staff and also many clients. Establishing Clover's business in the unique WA water sector market required new processes, new supply chains and new logistical challenges to be investigated, overcome and implemented. With Jess' assistance, Clover made the smooth transition into the WA civil market in a relatively short space of time. She was instrumental in Clover becoming a reputable and trustworthy supplier. Jess is pivotal in Clover's model to supply a solution,

not products. Jess manages a team to assist her in the day-to-day functioning of the business. Her promotion this year was merely a formality as she had already been performing the duties for some time. Never one to shy away from hard work, Jess leads by example to all her peers and brings a fun and energetic working style to the team. She is a role model to all members of the Clover team.



(Continued)

*Sponsored by our Women in Civil Partner*





## Brooke Jenkinson – Downer

As People & Culture Business Partner at Downer, Brooke is responsible for human resources and employee relations covering risk management with employees, IR, crisis response, workforce planning and management, strategy and remuneration. Brooke brings a compassionate, human approach to her work while combining a commercial and business lens to ensure the best outcomes for everyone involved. Brooke is multi-skilled and can assess a situation from numerous perspectives, which allows her to translate complex problems into something people can understand. She is direct, no-nonsense, and has earned the respect and trust of the leaders she works with, allowing for key decisions to be made quickly and with confidence. Brooke’s unwavering commitment to raising the bar on

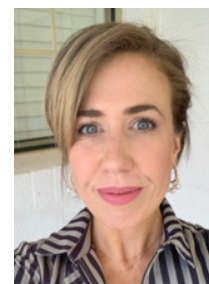
our standards of conduct has led to an increased culture of accountability. She is patient and clear about communicating company expectations and boundaries, in a way that lets people know that they can still come to her for advice no matter the situation. Brooke displays excellent leadership and interpersonal communication skills with colleagues, clients, and stakeholders. Brooke’s thought leadership has helped management to analyse the risks and deliver effective people management solutions.



## Jacqueline Johnston – Whittens

With almost 20 years’ engineering experience in the civil construction industry, Jackie has worked on various major infrastructure projects for Tier 1 civil contractors across the Pilbara and Perth metropolitan area. Jackie joined Whittens in early 2021 as a Senior Precontracts Engineer. Her project experience has become a crucial element in her current role. Jackie’s expertise as a civil engineer forms a fundamental part of our submissions team, adding valuable input to tenders, insight into complex construction elements outlined in our scope of works, and assisting the team with developing win strategies vital for securing future contracts. Over her time at Whittens, Jackie has proven to be an asset to not only her

team, but the business overall. Jackie is a well-respected role model for all females wanting to pursue an engineering career in the industry. Jackie excels at demonstrating how versatile your role can be, by using your knowledge and expertise in other areas of civil construction, not just on the ground. Jackie always exudes a willingness to help her colleagues and go above and beyond to meet the needs of our clients.



## Linda Lamb – SRG Global

Linda is passionate about her work and fully commits herself to everything she does. Linda’s role cuts across a wide range of responsibilities and requires her to adapt and adjust daily priorities at short notice. Her outstanding organisational skills and ability to multitask is legendary. Despite being a very humble person, Linda has exceptional leadership qualities and the ability to have meaningful engagement with people at all levels, from the Managing Director to operational people in the field. It’s those personal attributes that have shaped her role to be as wide and unique as it is, rather than to follow the traditional approach of a particular position description. Over the

past year, Linda has demonstrated leadership and interpersonal skills through the delivery of a number of important projects including successful migration of the Infrastructure business’ IT systems, and project management of the SRG Global head office relocation. This was delivered in an extremely tight timeframe and completed just before Christmas, within budget and to the high standard that Linda is well known for.



## Kerrie McNevin – Fulton Hogan

Kerrie is an integral member of the Fulton Hogan team in Bunbury, constantly learning and applying herself in various roles to add value and provide support across the multiple facets/departments within the Maintenance team. Kerrie was recently promoted to the role of Signs and Lines Coordinator, providing an opportunity to further expand her capacity. Kerrie has taken on additional responsibilities, including mentoring her replacement and becoming a Duty Manager for after-hours incidents, callouts and major emergencies. This has highlighted and reinforced her leadership capabilities. Kerrie has also spearheaded the client’s Maintenance Management Information System to record defects, inspections and achievements across the network. Kerrie helped

improve our current MMIS Inspection regime to include a change management process that goes hand-in-hand with a weekly meeting minutes template she modified to capture any variance to planned inspections and work orders, and to align with client audits. Kerrie has great communication skills, is easy to get along with, and is well regarded by her peers and the client alike and will continue to be a valuable asset to the Maintenance team moving forward.



(Continued)

*Sponsored by our Women in Civil Partner*





## Dilacta Saverirajah – Fulton Hogan

Dilacta (Abi) joined Fulton Hogan's Structures team in February 2021 as a Graduate Engineer and was tasked with a remote bridge refurbishment project in the Great Southern. Abi has excelled at adapting to such a complex construction field. Her ability to absorb and understand the componentry of timber bridges and the repair techniques required, while maintaining project budgets and client relationships under tight time frames, is exceptional. Abi has since moved on to further complex bridge packages and has continually grown and developed to suit project and management expectations. Her ability to lead and direct a historically male-dominated team has been a testament to her and helped create a

diverse team. Her understanding of emotional intelligence and detailed way of thinking has given so much value to the Fulton Hogan team. She has gained great respect from team members from bridge workers to senior management and will no doubt one day be a senior manager with her abilities. Abi has now been able to manage multiple projects in detail and is now requesting to be tasked with new bridge construction.



## Fiona Smith – Halo Civil Engineering

Fiona has been Operations Manager for Halo Civil Engineering since its inception in 2021. Not only has Fiona been instrumental in the growth of Halo, but also in the growth of women in the civil industry, acting as a CCFWA Women in Civil Mentor. Fiona's adaptable communication style with clients, stakeholders and staff has helped build trust and credibility in the industry. Her influence in this area has also helped Halo maintain their staff turnover at a lower than industry average rate. She has been responsible for delivering all of the company's systems (financial, project management and HR) without the support of a team. These systems have directly contributed to revenue gain and company growth (tripled first year forecast revenue). Her mentoring and assistance with the Halo

supervisors and blue-collar staff has increased productivity and strengthened the company's reputation. Fiona has been instrumental in delivering the company's successful female and indigenous participation programs. When communicating with clients or stakeholders, Fiona has a confident and open manner. She gains trust by speaking in specifics, defines the desired result of a project or strategic initiative and is clear and honest about challenges.



## Vinny Yap – Brooks Hire Service

Brooks' Chief Procurement Officer Vinny Yap has been a valued member of the team since October 2011. Vinny is primarily responsible for the purchase of plant and machinery for Brooks' hire and equipment sales divisions. To succeed in this position, Vinny has developed keen negotiation skills when liaising with suppliers, clients, lawyers, and government bodies. Vinny's negotiating skills can be de-scribed as fair, firm, and results-driven. Following a very successful year in 2021, negotiating a highly sought-after dealership agreement with Sany, Vinny went on to negotiate exclusive dealership agreements for Northern Territory and Queensland. As a manager, Vinny leads her team by

demonstration, with a strong work ethic, and a 'can do' attitude. Vinny gives her staff the training and tools required for them to have autonomy in their positions, knowing that they have her expertise and experience behind them. She takes great pride in her department, which runs like clockwork with extreme precision. Throughout all of the Brooks divisions, Vinny is well respected by her colleagues and her slick sense of humour keeps everyone in good spirits.



*Sponsored by our Women in Civil Partner*





## Acu-Tech Piping Systems

Acu-Tech Piping Systems is a Western Australian manufacturer and supplier providing complete project solutions and application-specific pipe system packages including HDPE pipe, fittings, fabrication, welding equipment, training, technical support and delivery. In 2022 Acu-Tech developed a dedicated team to work specifically with the WA civil industry. With a combined experience of over 30 years in the industry, extensive knowledge, and networks, they are equipped with providing technical support and advice to civil contractors, and as a result provide the best cost-effective solution. Our Civil Team has a large network of contacts within the industry that allows them to give referrals and recommendations to our customers, offer onsite advice and training, and provide a whole package



solution. Since the implementation of our Civil team, within a 12-month period we have almost doubled the number of civil customers, with a customer retention rate of 100% and a quote conversion rate in excess of 50%. These statistics show the loyalty and gratification of our customer base, as well as our high customer satisfaction. This is a result of the focus and effort our Civil Team has put into working with our clients throughout their projects, by regularly meeting with clients face to face, both on and off site, to build strong customer relationships and to discuss current and upcoming projects.

## Brooks Hire Service

Brooks Hire Service is a Western Australian family owned and operated business that has been a part of the WA construction industry for over 40 years. In 2022, we reached a record-breaking milestone of 1370 machines simultaneously on hire. In 2022, Brooks Hire developed a Site Services department, specialising in the design, installation, and maintenance of mining and construction sites. Instead of just dry hiring equipment, the Site Services department manages power generation, water supply and treatment, workshop test tank facilities, and remote monitoring. In a busy 2022 Brooks also: invested in several new lines of equipment hire including portable buildings, buses, light vehicles, traffic lights and signage, trailer hire, and dust suppression fans; made a substantial investment in

### **BROOKS HIRE**

green energy solutions; offering hybrid and solar equipment; took control of an Airways division, offering corporate charter flights and medical evacuation flight contracts to the mining and construction industries; opened a Cranes division, further broadening our equipment hire range; opened a Finance division, giving customers the opportunity to purchase new equipment, rather than just hire; and opened new branches in Geraldton and Broome. On a social level, Brooks Hire made a range of the Ronald McDonald House Charities (RMHC) Ball, and sponsorship of many WA sporting and community clubs.

## EJ Australia

EJ's commitment to quality, safety, sustainability, and customer service has made them a leader in the civil and construction industry. EJ's strict compliance with Australian Standards across all product lines ensures that their products meet the highest technical requirements and comply with industry standards, which is critical for construction and infrastructure projects. This strict compliance also means that contractors and engineers can have confidence in the reliability and durability of EJ products.

Another significant advantage of using EJ products is their advanced safety features. For example, their grates and covers have non-slip surfaces, heel-safe and cycle-safe grates. Additionally, their heavier-duty access covers, grates, and hatches are equipped with optional lift assist struts, greatly



reducing the effort required to open, and locking bars that prevent accidental closing. Moreover, EJ's material selection is diverse, with options available in a range of materials and finishes, each chosen for their unique benefits and aesthetic appeal. EJ's commitment to sustainability is also noteworthy. Their composite material covers are made from recycled materials, and their eco-friendly products offer a more sustainable option for construction and infrastructure projects. Furthermore, EJ's customer service is exceptional. They have a team of experienced professionals who are available to assist with product selection, installation, and ongoing maintenance.

## Everything Earth

Everything Earth has built a reputation on being a reliable multi-disciplined provider of high-quality plant and skilled civil operators. Specialising in project management and execution of civil earthworks for roadworks and road maintenance, bulk excavation, carpark construction, main road construction, bulk haulage, concrete works and crushing, Everything Earth boasts a modern fleet which meets mine specifications, and our dedicated operators are highly trained and experienced. Everything Earth have been on a consistent growth trajectory, doubling turnover each year for the past three years. Expanding our service offerings to complement our existing works, support our clients and grow our reputation, Everything Earth has opened a road-train bulk haulage division and has been involved in haulage of armour rock for



two transformational State Government projects in Port Hedland. In the past 12 months Everything Earth has also expanded its service offerings to include concrete construction, landscaping services and specialised building project management services on key infrastructure projects. Winning key civil, earthworks and carpark construction subcontracts for the expansion of the South Hedland Pundulmurra TAFE (Department of Finance) and Port Hedland Community Centre (Town of Port Hedland), Everything Earth have been able to vertically integrate its service offerings to provide specialised building project management services, concrete works and landscaping.

(Continued)



## Holcim

As a dedicated supplier to the civil sector, Holcim has been providing exceptional support across the State's significant METRONET suite of projects. Our commitment to quality and service have made us a trusted partner. Significant WA investment took place to support our delivery promises to METRONET across our three business units – In Situ Concrete, Quarry Materials, and PreCast. Collectively we have supplied over 750,000t of precast, Readymix concrete and aggregate products. The establishment of our bespoke, state-of-the-art precast manufacturing facility in Middle Swan has created a capability to allow projects to be completed in line with the timeframes and design required. The recent completion of major capital works at our Gosnells Quarry

has improved our capability to supply aggregate materials consistently into the projects and also into concrete and precast products used on site. Complementing our aggregate deliveries to METRONET is our in situ concrete supply contribution, where the lion's share of technically complex mixes has been supplied from our suite of fixed batching plants. This provided us the opportunity to supply our low carbon ECOPACT and recycled aggregate mixes. Our strong customer service and relationships at all levels have also played a significant role in our success. We recognize that our customers are the lifeblood of our business, and we are committed to building lasting relationships.



## Kais Hire

Kais Hire is a premium plant hire company. We pride ourselves on our ability to supply high standard equipment that meets the productivity requirements and expectations of the civil contracting and mining industry in Western Australia. Since our inception in 2004, we've become one of Western Australia's leading providers, having worked with just about every major miner, contractor and supplier in the state. We've actively sought feedback from our clients, and we continually look at ways to elevate industry supply standards. One of the ways we've set ourselves apart from our competitors is through the highly maintained standard and performance of the equipment we supply. Our clients

engage our services as we provide cost efficiencies to their projects with 24/7 back up service. Our aim isn't to be the biggest, but it is to be the best in plant hire. We achieve this by ensuring everything we do, from customer service to machine maintenance, is to the highest possible standard. In the past 12 months, Kais Hire has increased its fleet by 50% and our new joint venture Munganya has secured 11 machines for dry hire contracts through Kais Hire. Munganya is on track to fulfil its initial goal of working on the land and engaging 12 indigenous employees by the third quarter of 2023.



## MayDay Rental

Mayday Rental specialises in providing reliable, fit-for-purpose heavy machinery across WA. The recent upturn in the construction industry has increased the demand for heavy machinery with quick and safe equipment transportation between sites. In 2021/2022 we further enhanced our service delivery capabilities, acquiring an in-house transport fleet. Comprising of triaxle drop decks and quad/dolly combinations, our trucks haul a range of 3T-50T machinery across WA. Delivering to Albany, Wyndham and everywhere in between, our experienced team members efficiently and effectively manage equipment movements, meeting customer pickup and delivery times. In 2022 we introduced intelligent machine control dozers to our fleet. Recognising

the growing skills shortage and climbing on-site costs we spent the past 18 months researching current and upcoming machine control technology that could further assist and aid our client's needs. Our most recent acquisition is a Komatsu D71PXi-24 iMC 2.0, which is the first of its kind in WA. The dozer incorporates a factory-installed, fully integrated 3D GNSS machine control system. 2022 saw Mayday celebrate its 30th anniversary which bought about time for reflection on the groundwork laid by previous owner, the late Ken Abbott, and how the company has been able to evolve in a continuously changing landscape.



## Nudge Foundation

Nudge is a for purpose charity that gives young people looking to kickstart their careers and employers looking for trainees and apprentices the personalised advice, tailored support, and confidence they need to make traineeships work. In 2022 Nudge supported 34 organisations in the civil construction industry through the provision of trainees/apprentices. Of the 115 people supported, 81% of those were indigenous trainees and 37% female trainees. Nudge not only sourced trainees/apprentices for businesses in the civil construction industry but supported the apprentices to thrive in their roles through the provision of Nudge Mentoring. The impact to the industry can be demonstrated through the achievement of a retention rate of 83% in 2022, supporting and retaining a pipeline of skilled workers into the Civil Construction Industry. Nudge are passionate about giving

young people seeking employment and employers looking for new talent the one-on-one support they need to thrive together. To further enhance our service offerings to the Civil Construction Industry and as a direct response to the launch of the Civil Construction Apprenticeship Pilot Program. Nudge launched a mentoring service for SMEs in the industry with the support of CTF; supporting employers and apprentices undertaking the Civil Construction Apprenticeship through the provision of mentoring to increase their skills and employment outcomes; retaining apprentices and raising the profile of Civil Construction Apprenticeships in the industry.



(Continued)





# Supplier of the Year



## Position Partners

From the latest Topcon machine control and survey instruments to Blindsight collision avoidance safety systems, survey and mapping solutions and more, Position Partners sources cutting edge innovation from around the world. Without effective training and technical support, technology can have the negative impact of lost time and added frustration. Position Partners prides itself on excellent training and on-boarding for customers, ensuring every user has the know-how to get the most from the equipment. When breakdowns or other technical issues arise, Position Partners has a unique service that truly sets them apart. Tokara is a remote access platform, designed by Position Partners in response to the needs of their customers. Recently, Position Partners expanded Tokara's capabilities

with the ability to setup geofenced areas for a project. Once enabled, all machines and survey rovers entering site are automatically sent the current design file to ensure everyone is working to the latest version without manually uploading asset-by-asset. Tokara also has the option to overlay aerial drone imagery and KML files to give a design reference for where assets are working. UHF and cellular signal strength overlays help to alert users to any black spots on site, giving managers an overview of one or many projects from a laptop or tablet.



## Reece Civil & Viadux WA

Reece Civil & Viadux support and supply the civil infrastructure industry across Western Australia, and the country. With over 120 years of industry experience, we are the pipe network specialists. 2022 was a big year for us, and our customers. In WA we supplied countless major projects, hundreds of kilometres of pipe and fittings including PVC, PE, MSCL, GRP, Ductile Iron, Schedule 80, ABS and Comms and Electrical. 2022 was no ordinary year. WA faced some of the most challenging times on record with supply chain challenges posed by the ongoing effects of the pandemic and other global forces. We rose to these challenges by investing further in our already expansive supply chain network of distribution centres. Prior to 2022, this consisted of more than 150,000 sq.m. of distribution centre storage

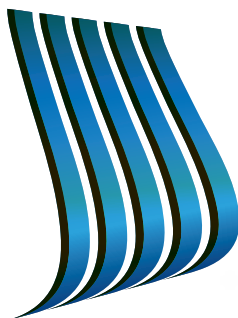
holding more than \$350m worth of stock, on top of our branch network space. In 2022 we opened our new national Waterworks Distribution Centre, dramatically increasing the breadth and depth of our stock holdings. This site covers a massive 50,000sq.m. of stock storage, and three container docks meaning overseas supply partners can supply directly to warehouse. Supporting this supply chain is our unique product testing facility, which ensures that our products not only meet Australian standards but exceed them.



## Structerre Consulting

From structural engineering design and documentation to geotechnical assessments and certifications, Structerre is a one-stop shop with a complete service from the ground up. We provide geotechnical, civil, structural engineering consultancy servicing the residential, commercial and infrastructure sectors. Our team of consultants have a deep understanding of the unique complexities within the WA region, backed up by the knowledge and expertise of our Compaction Control, Materials Testing and Classification laboratory. Our earthworks monitoring services are essential for ensuring the quality of our clients' work in the civil and residential sectors, to deliver efficient solutions to provide cost effective groundworks. We utilise our extensive knowledge, assessment software

and integrated technology to provide our clients the required professional support, whilst always endeavouring to innovate with "out of the box solutions" to lead our market. Our team is trained to identify potential issues before they become major problems, helping to minimize risks and prevent costly delays. Our expertise in this area has helped many of our clients' complete projects on time and within budget. Structerre Consulting also offers services to help our clients navigate complex regulatory requirements. Our team is experienced in working with local and state authorities, and we are familiar with the necessary requirements and approvals for construction projects.



## WESTERN AUSTRALIAN CIVIL CONSTRUCTION INDUSTRY & TRAINING AWARDS