

THE CCF BULLETIN

MAGAZINE OF THE CIVIL CONTRACTORS FEDERATION WESTERN AUSTRALIA

EDITION 3 2020



*Civil People: Jarrad Oakley-Nicholls
Motivation Foundation
Analysis: Security of Payments Bill
Professional Development: relevance is key*



**CIVIL CONTRACTORS
FEDERATION**

INSIDE:
WA Civil Construction
Industry Supplier's
Guide

PUT THOMAS' NUMBER IN
YOUR PHONE

0447 766 944



**CONTRACT AND
PERMANENT
LABOUR HIRE**

ftworkforce
A FINAL TRIM COMPANY

THE CCF BULLETIN

Edition 3 | 2020

contents

- 02 **From the President**
David Della Bona
 - 04 **From the CEO**
Andy Graham
 - 06 **Issues**
"Borrow to build" call
Recycling guide
RVJ joins PACT
 - 10 **News**
CEA distributing Ditch Witch
Clark delivers wheeled Doosan
Boral truck makes statement
 - 16 **Civil People**
Jarrad Oakley-Nicholls
 - 18 **Feature**
Motivation Foundation
 - 20 **News**
Hovey Group
Melchor's Ogilvie recognised
Monford's 10 years
Brooks digging deep
 - 28 **Member Profiles**
Directions
RC Construction
HiQA
 - 31 **Events**
President's Breakfast
 - 32 **Comment**
Security of Payments Bill
 - 36 **Big Picture**
Rapid's big new machine
 - 38 **Institute of Civil
Infrastructure**
Relevance is key
 - 40 **Welcome new members**
- INSERT: 2020/21 Western
Australian Civil Construction
Industry Supplier's Guide**

COVER PICTURE: Nine-year-old PJ Davis in the cab of Brooks Hire's "big blue digger", which is raising money for Ronald McDonald House Charities. See page 24.



**CIVIL CONTRACTORS
FEDERATION**

The Voice of the Industry

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

Andy Graham
Chief Executive Officer
Email: agraham@ccfwa.com.au

Sally Tate
Member Services Manager
Email: state@ccfwa.com.au

CCF WA Board Members

President - David Della Bona (WA Limestone)
Vice President - Steve Tennant (Georgiou)
Stuart Buckby (Buckby Contracting)
Leon Fogliani (BMD)
Tim Ryan (RJ Vincent)
Dave Schlueter (Enviro Infrastructure)
Anthony Tsalikis (GMF Civil)
Mick Unger (Ertech)
Lissa Wypnaszko (Leeuwin Civil)

Copyright Warning: All editorial and some advertisements in this publication are subject to copyright and may not be reproduced in any form without written authorisation.



CCF WA continues to broadly represent civil industry



At the recent CCF WA President's Breakfast and Annual General Meeting, I provided a brief report on CCF WA's activities over the past year, which is reproduced below.

Financially, 2019/20 was a solid year for CCF WA, with a small surplus generated. With our finances stable, CCF WA focused on fulfilling our main role as the voice of the Western Australian civil construction industry – representing, informing and connecting the industry.

An important milestone has been the formation of a permanent Civil Construction Industry Training Committee.

Already, we are seeing the benefits of this. Recently, the committee was invited to sign off on the structure of a new skills set, which will be part of an entry-level worker training program that will be sponsored by the State Government.

And the training committee played a central role in coordinating industry's proposal to convert civil construction traineeships to apprenticeships. We're hoping for some good news on that front soon, and thank you to all those businesses that showed their support.

This State Government maintained its hectic pace of reform over the past year, and CCF was closely involved on many fronts.

We welcomed some key reforms such as new legislation covering Procurement and Security of Payments, and of course we welcomed the formation of Infrastructure WA, which we'll be hearing more about later from our guest speaker, Phil Helberg.

One change we have opposed is the Industrial Manslaughter legislation, which we believe goes too far and could unfairly punish small businesses that are trying to do the right thing.

Government capital works and maintenance spending is vital to our industry and so we spend a lot of time talking to Governments at all levels – Local, State and Federal – about project procurement and delivery.

On the Bunbury Outer Ring Road project, CCF WA's good relationship both with Main Roads and the Department of Regional Development meant we had three representatives on the BORR local industry working group, and we helped ensure a good result for South West businesses.

We've also provided regular input on many other road and rail projects, large and small, through our strong relationship with Main Roads and PTA. And we also engage often with other key clients such as Water Corp, Western Power and Development WA.

What's unique about CCF WA, and I think one of the reasons our contribution is so valued, is our ability to broadly represent the industry. Our membership includes the head contractors, the subcontractors and the suppliers, so we can provide a whole-of-industry perspective.

Like a lot of businesses, CCF WA was hit by COVID-19. We had to cancel a number of events – in fact this is our first substantial event in 2020.

Throughout those weeks of great concern and uncertainty about COVID-19 earlier in the year, CCF WA kept our members informed with regular updates, and I know this information was greatly appreciated by many.

There is no doubt WA has been lucky compared to other states, and no one's been luckier than the civil construction industry.

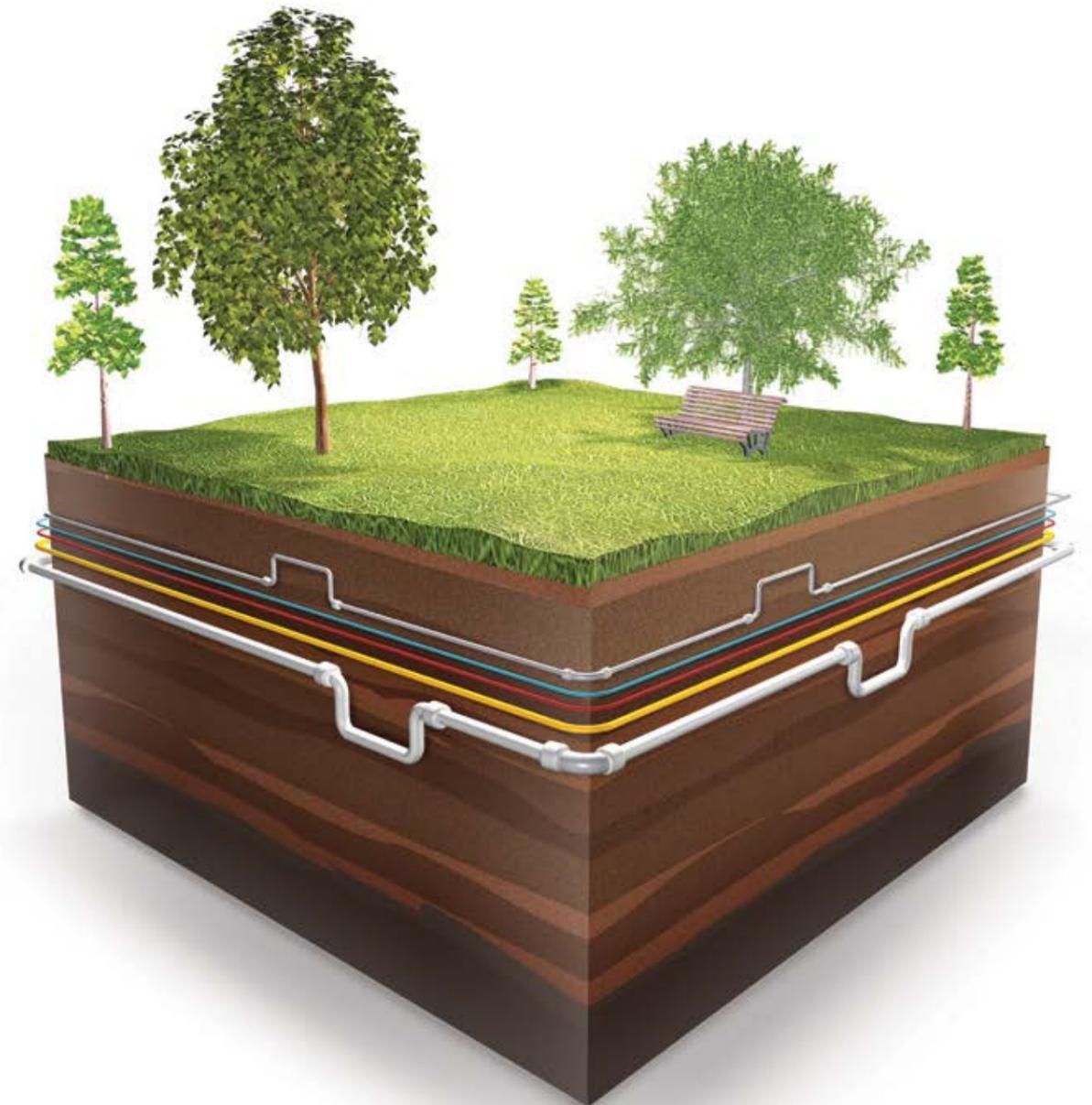
In fact, we are now seeing our industry's capacity being tested, due to the fast-tracking of infrastructure projects, combined with a mini-'boom' in land development and strong activity in the resources sector.

We are still pushing for the Government to revise the home building incentive criteria so businesses involved in subdivisions can spread out their current high workloads.

My thanks to all Members for their support of CCF WA. Thanks too to my fellow CCF WA Board Members, who I look forward to working with over the coming year.

David Della Bona
CCF WA President

Know *What's Below*



The Essential First Step.

Take the guess work out of locating buried pipes or cables
Lodge your **FREE enquiry** at www.1100.com.au

Springing into a busy few months of events



Welcome to the third *CCF WA Bulletin for 2020*, another edition packed with industry news and information. The Bulletin is an opportunity for us to highlight the achievements of our valued Members.

While Members pay to advertise in the *Bulletin*, editorial space is provided absolutely free, so if you have some news to share with the industry, then send it to us and we'll help spread the word.

One thing missing from our first two issues this year was coverage of CCF WA events. COVID-19 put paid to the events we had planned for the first half of 2020.

So, it's very exciting, and quite a privilege given the restrictions in other States, for us to be holding events again and to include photos from the President's Breakfast held on September 16 (see page 31), with more than 180 Members and guests in attendance.

We're certainly making up for lost time. By the time you read this we will have also held a South West Dinner (September 23) and the CCF WA – Brooks Hire Golf Day (October 2) and we have a number of other events planned before Christmas including the rescheduled CCF WA Earth Awards Gala Dinner (moved from August to October) and Women in Civil Breakfast (moved from May to November).

Two upcoming events we are excited to be involved in are information sessions being held in conjunction with the Tonkin Gap Alliance – one for prospective subcontractors and suppliers, and another aimed specifically at Aboriginal-owned businesses. Our thanks to Georgiou, BMD and WA Limestone for allowing

CCF WA to host this information session, and we hope it can provide a template for similar project-related industry events in future.

With the support of the State Department of Jobs, Tourism, Science and Innovation, we're also busy developing an event for local SMEs aimed at helping them identify and win contracts.

CCF WA's submission to the Local Govt Act review last year raised a number of members' concerns with the operation of the WALGA Preferred Supplier Panels, so we welcome the increased oversight of the scheme foreshadowed in the Local Government Review Panel's final report, released recently. The Review supported the continuation of the Preferred Supplier Panel, subject to regular oversight and checks and balances to ensure that it is constituted correctly and there is accountability.

Remember, CCF WA is here to represent the industry, and speak up on behalf of businesses that might not be comfortable doing so on their own. Don't hesitate to contact us with any concerns about unfair or onerous procurement practices employed by public or private sector clients.

Andy Graham
CCF WA CEO



CJD EQUIPMENT

WORLD CLASS PRODUCTS EXCEPTIONAL SUPPORT



Nationwide Coverage

CJD has built a reputation as one of the largest and most successful privately owned equipment and truck distributors in Australia, with branches, dealers and service centres located Australia wide.



24/7 Breakdown Service

With a modern mobile service fleet, we can offer a 24 hours a day / 7 days a week breakdown and call-out service to all of our customers across all states and territories.



Customer Support Agreements

We have the ability to provide fully customised repair and maintenance contracts, as well as service-only contracts to suit your needs and requirements.



Asset Management

Using the latest technology we can supply accurate and timely data to ensure you're getting the most out of your machines onsite. This means better fuel efficiency, less downtime and longer life of your equipment.



**EJ. The Global Company,
with Local Service**

Did you know that we have stock in our Perth Warehouse?

EJ is the leader in the design, manufacture and distribution of access solutions for water, sewer, drainage, telecommunications and utility networks. Made to Comply with Australian Standards. Contact us for your next project needs.

Tel: (08) 9209 2930
Email: wa.sales@ejco.com
www.ejco.com



www.ejco.com



BIG ENOUGH TO TRUST SMALL ENOUGH TO CARE

www.cjd.com.au | 1300 139 804 | enquiries@cjd.com.au

[Facebook.com/cjdequipment](https://www.facebook.com/cjdequipment) [LinkedIn.com/company/cjd-equipment](https://www.linkedin.com/company/cjd-equipment) [Instagram.com/cjd_equipment](https://www.instagram.com/cjd_equipment)

Images are for illustration purposes only.

CCF Federal Budget submission calls on Government to 'borrow to build'

The CCF, Australia's peak voice for the civil infrastructure sector, has called on the Federal Government to adopt a bold 'borrow to build' policy.

CCF's 2020-2021 pre-Budget submission puts forward five policy proposals aimed at harnessing the economic capacity of the civil infrastructure sector to support the economic recovery from COVID-19 and the recession.

"CCF's key recommendation to Government is to take advantage of historically low interest rates and to 'borrow to build' to support jobs in this worsening economic climate," CCF National Chief Executive Officer Chris Melham said.

"CCF agrees with recent comments from the Reserve Bank of Australia, Philip Lowe, that Governments should use debt funding to increase levels of infrastructure

investment to counter the effects of the recession. For every \$1 of public investment in infrastructure, the return can generate \$4 over the life of the asset, with benefits amplified when the spend is spread across as many tier 2 and 3 civil construction companies as possible.

"Borrowing to invest, rather than an over reliance on bringing forward funding from the existing infrastructure program, is necessary to ensure a sustainable and balanced infrastructure pipeline in the medium to longer term. It is also necessary to boost business confidence and support increased capital investment in plant and equipment necessary to support civil infrastructure projects."

Mr Melham said the CCF pre-Budget submission backed the Reserve Bank of Australia's assessment that governments should prioritise job creation over

preserving credit ratings.

"Mr Lowe's recent statement that 'creating jobs for people is much more important than preserving the credit ratings' reinforces the importance of investing in job-creating projects, such as civil infrastructure works," he said. "Such an approach would support the Government's policy objective to transition unemployed Australians to sectors of the economy where strong employment growth is expected."



CCF National CEO
Chris Melham

We'll build your business while you build WA



Shane Pentony
Partner
Construction and Infrastructure



Greg Nairn
Partner
Construction and Infrastructure

LAVAN

The Quadrant, 1 William Street, Perth WA 6000
+61 8 9288 6000 lavan.com.au

New recycled construction materials guide

A new guide has been released to boost the use of recycled construction materials in WA. The WA Construction Resources - Recovered Construction and Demolition Materials Resource Guide features information on what, where and how much construction waste is available for reuse in WA projects.

"With over 1.5 million tonnes of C&D materials processed annually in WA, there is a large supply of recycled construction materials available to use," co-author David Beyer said. "There are many fit-for-purpose applications where developers, builders and contractors could reuse more recycled materials."

"There are obvious uses for the recycled products in road base and as fill. But we have found many new additional uses for these materials including for carparking, drainage, retaining walls and nature playgrounds.

"Recycled materials can perform really well and are often better than virgin

materials. Take for example the use of recycled aggregates in landscaping - they are fire resistant, more water efficient, reduce nutrient wash-off, and have lower maintenance costs than the virgin product alternatives."

"Developers, engineers and builders can now confidently use recycled materials in major commercial construction projects and land development - as we have an array of suppliers and supplies available for the construction industry.

"We also found many case studies, that are included in the guide, where recycled construction materials were successfully used with good outcomes for these Western Australian projects."

Co-author Geoff Cooper said increasing awareness and knowledge of the options will result in a better uptake of recycled C&D waste-derived materials in WA.

"In many applications the performance of recycled materials is better than that of

virgin materials," Mr Cooper said.

"And given that costs of recycled products are often lower than virgin alternatives, we are likely to see ongoing growth in the supply of recycled construction products in WA.

"However, the industry has - primarily due to a lack of accurate information - been averse to perceived risks associated with the reuse of construction materials and thus we are currently stockpiling them in WA.

"It's exciting to release this guide, supported by industry associations, to give developers, engineers and government procurement specialists the information they need to choose recycled construction materials."

The Guide and other project reports can be found on the National Construction & Demolition Waste Research and Industry Portal (NCDWRIP) under Industry & government publications.



QUALITY, RELIABILITY,
PERFORMANCE.

HITACHI

Reliable solutions

Packed with features.

The Hitachi ZW-5 Wheel Loader range is big on **Operator Comfort, Safety, Reliability, Productivity** and **Fuel Efficiency**.

The result is reduced **Total-Cost-of-Ownership**

But don't take our word for it, ask for a machine demonstration on your site and compare the performance.

For more information contact your local branch or visit:

www.hcma.com.au

Marubeni
Equipment Finance

24/7 1300 HITACHI
HCMA.COM.AU

RJV joins PACT to foil site theft

By John Feary

Confirmation that CCF WA Member RJ Vincent has signed up to the Partnership Against Crime Taskforce (PACT) is a significant step forward in the campaign to reduce theft from building and construction sites across the state.

The privately owned company founded in 1955 by chairman John Vincent has become the first individual company from the civil construction industry to

join the partnership endorsed by CCF WA and other industry groups.

RJV Chief Executive Officer Tim Ryan said the impacts of site theft had grown more significant over the past few years.

"There's not just the direct financial cost of replacing fuel or materials, there's also the time and money wasted in machine downtime, repairing damaged fixtures, and rework," Mr Ryan said. "It got to the point where we decided that something

had to be done.

"We've signed up to PACT because their process has proven its worth in the building industry and I think it can do the same in civil.

"I would encourage other contractors to look at PACT. The more companies that get involved, the more effect it can have in helping stamp out opportunistic crime on our sites."



Pictured at an RJV site protected by PACT are (left to right): Tim Ryan; Kevin Minchinton and Craig Pages-Oliver (Braven); Andy Graham (CCF).

The PACT partnership was initiated in December 2017 by integrated security, risk and safety firm Braven Group Services with the state's largest builder, BGC Housing Group.

With support growing in the building sector, Braven has worked with CCF WA, Master Builders and the Urban Development Institute to secure a memorandum of understanding with WA Police to work towards a holistic approach to building and construction industry crime.

PACT is a coordinated and structured attempt to counter a whole category of crimes that costs industry several million dollars a year. The program has reported 1250 incidents involving more than \$800,000 losses between January 2018 and July 2020, and 54 people have been charged with crimes affecting the

"I would encourage other contractors to look at PACT. The more companies that get involved, the more effect it can have in helping stamp out opportunistic crime on our sites." – RJV CEO Tim Ryan.

construction industry during the same period.

Braven Director Craig Pages-Oliver said PACT had enormous potential to reduce crime for its industry partners while making significantly more effective use of police resources activating targeted operations in identified high crime areas.

Central to the program is an exclusive online crime reporting platform that enables industry participants to report crime and suspicious activity via computer, iPad or mobile phone as well as a 24/7 1-800 hotline for members of the public.

Mr Pages-Oliver said enabling crime to be reported with minimal effort would help industry members see the benefits that come with the reporting of all incidents. This in turn would provide a more accurate picture of the extent and full impact of construction industry crime.

Braven will manage reports to police and conduct preliminary investigations where required, enabling it to use its extensive experience managing responses to construction industry theft, will analyse the reports to identify high crime areas and high-risk assets in liaison with WA Police.

"We'll be able to map the incident reports to identify high-crime areas

and demonstrate where more policing resources are needed," Mr Pages-Oliver said.

"And by doing some of the preliminary investigative work, we will work with WA Police to identify and apprehend offenders."

The PACT program also supports investigation of illegal rubbish dumping, involving liaison with local councils, provision of security signage, GPS tracking of assets, CCTV and alarm systems, security patrols and covert surveillance.

In another encouraging sign for the industry, the State Government has announced plans to institute a regulatory system for copper designed to discourage thefts by making it more difficult for thieves to dispose of stolen items.

The introduction of new moves to regulate copper has been a long-awaited reform. CCF WA and other groups have lobbied successive governments to end the "cash for scrap" anomaly that has plagued the industry for decades.

Proposed legislative amendments will treat copper like gold and silver, requiring sellers to produce identification. Licensed dealers will also be required to record and report all transactions of copper and copper alloy, including brass and bronze, to Police.

- Building Construction Materials**
{Limestone, Gravel, Sand}
- Contract Bulk Material Cartage**
- Specialized Quarry Products**
- Civil Works**
- Industrial, Commercial, Residential -**
{Car Parks, Road Works, Asphalt, Kerbings, Retaining Walls, Stormwater Drainage, Water Retention Systems}
- Licensed Demolition and Asbestos Removalist Contractors**

CEA now distributing Ditch Witch

CCF WA Member CEA is now the Australian and New Zealand distributor of Ditch Witch underground construction equipment and Komptech waste recycling equipment.

As part of its acquisition of ELB Equipment, CEA will also become the distributor of Diamond Z, Screenpod, TrackStack, Hammerhead, Ring-O-Matic and Subsite.

"We are really pleased to add these strong brands to our product portfolio," said CEA CEO Hylton Taylor. "As a growing business we are continually looking at how we better meet the needs of the ever-evolving market. Adding strong, well established brands to our portfolio strengthens our ability to support our diverse range of existing customers and provides the opportunity to interact with a whole new client base."

As part of the acquisition 55 employees

ELB Managing Director Christopher Malan (left) with CEA CEO Hylton Taylor.

from ELB Equipment will transition to CEA, ensuring key product knowledge and strong customer relationships are retained within the business.

"We're excited to be joining CEA," said ELB Managing Director Christopher Malan. "CEA is well known for its

professionalism, extensive focus on core product lines, and supporting its staff to carry out their integral roles within the business. The ELB team is really looking forward to coming together with CEA to collaborate and build on the Ditch Witch and Komptech brands here in Australia and New Zealand."



People movements

CCF WA Member Central Earthmoving Managing Director **Craig Patterson** has been appointed deputy chairperson of the Mid West Development Commission. Regional Development Minister Alannah MacTiernan said: "Craig's appointment as deputy brings to the role extensive business experience and passion for the region, and will be important in growing the region's economy while progressing Aboriginal economic development." Former Main Roads WA Mid West Regional Manager **Tim Glenister** has been named MWDC chairperson.

CCF WA Member The Apprenticeship Community has welcomed two new Mentor Officers, **Jessica Hayler** and **Carolyn Brown**. Jessica has an engineering mechanical trade background in aviation and Carolyn has a retail and hospitality sector background.



Jessica Hayler



Carolyn Brown

Tiffany Allen has been appointed Chief Executive Officer of the Construction Training Fund (CTF). Ms Allen brings to the CTF exceptional communications and leadership skills, management experience and a wealth of knowledge in business and policy development including in the Construction sector. CTF Chair Reg Howard-Smith said Ms Allen additionally brings to CTF a high level of stakeholder engagement to strengthen CTF's position as a key part of the construction industry in Western Australia.



Tiffany Allen

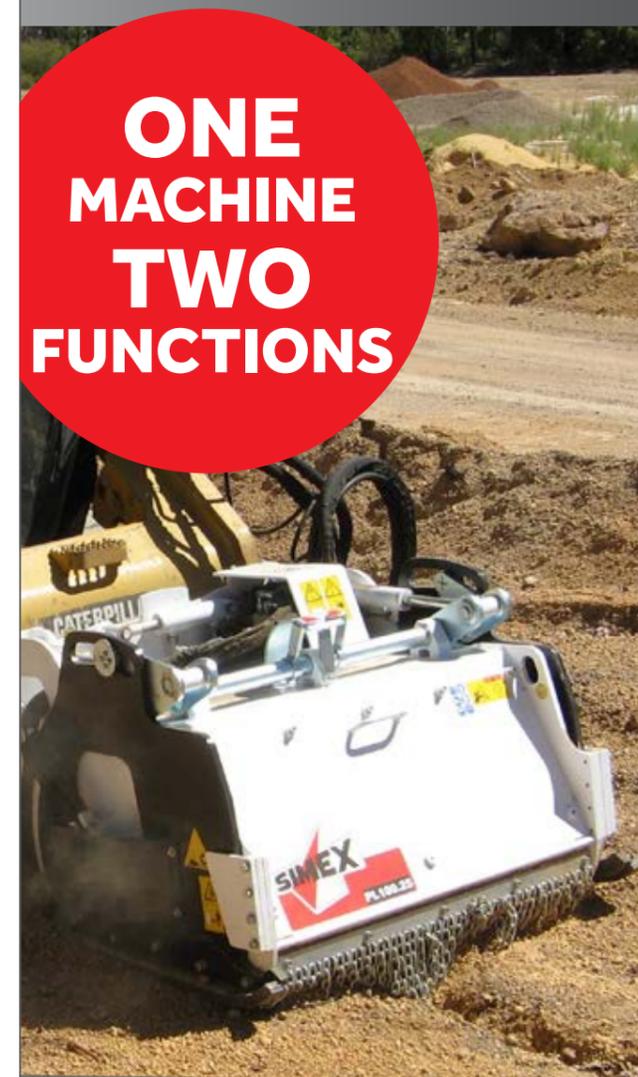
Cement Concrete & Aggregates Australia are pleased to welcome **Roger Buckley** as interim CCAA State Director WA. Mr Buckley is a geologist with a background in mining, quarrying and government and has worked for CCAA for over ten years as Industry Relations and Policy Manager, which will serve him well in supporting CCAA members in WA. Mr Buckley can be contacted on Ph: 08 9389 4452.

Anthony Nieves has joined CCF WA Member Position Partners to head up the growing Deformation Monitoring business in Western Australia. With over 11 years mining industry experience, Mr Nieves has worked with some of the largest organisations in the industry. Working predominantly within the geotechnical monitoring space he has experience across an expansive array of monitoring technologies.

Phil Sprigg has been appointed Business Development Manager with Central Earthmoving. Mr Sprigg was previously Regional Manager for Coates Hire.

road construction APPLICATIONS

SIMEX



STABILISING - stabilise and rehabilitate existing worn and damaged roads. SIMEX can pulverise, crush and mix road base with additives such as lime, cement, fly ash or other binding agents up to a depth of 350mm.

MILLING - remove the entire layer of asphalt or cement in preparation for trenching or mill deteriorated sections of road for resurfacing or reshoulder. SIMEX will maintain constant milling depth regardless of the ground contour.

1300 921 498
sales@trswa.com.au
totalrockbreaking.com.au



TR Total Rockbreaking Solutions

ADVICE AND SUPPORT YOU CAN TRUST

Quality you demand

Dimax piping.

Ductile iron piping for Australian conditions.

Dimax is leading the way in the civil industry with a comprehensive range of Ductile Iron Piping.

- ✓ Built on over 100 years of experience
- ✓ Comprehensive customer support
- ✓ Made for our tough Australian conditions

Supported through
Reece Civil and Viadux.



Clark Equipment WA Doosan Account Manager Cameron Beath with the Doosan DX190W prior to delivery.

Another happy Clark customer

CCF WA Member Clark Equipment recently delivered a Doosan DX190W Wheeled Excavator to a Perth customer. From road construction, trenching and material crushing to site preparation to laying foundations or installing facilities, the DX190W has outstanding multipurpose capabilities, combining productivity, performance and lifting and digging capabilities with the ability to

travel at up to 35 km/h between sites.

The DX190W's modular design allows the machine's undercarriage to be easily configured with a dozer blade or outriggers to be mounted on either end of the machine.

SIMEX offers quick stabilisation

SIMEX PL high depth planers from Total Rockbreaking Solutions enable productive stabilisation or rehabilitation of existing roadways. The SIMEX PL high depth planers enable contractors to crush and mix road base with stabilisation agents down to 350mm.

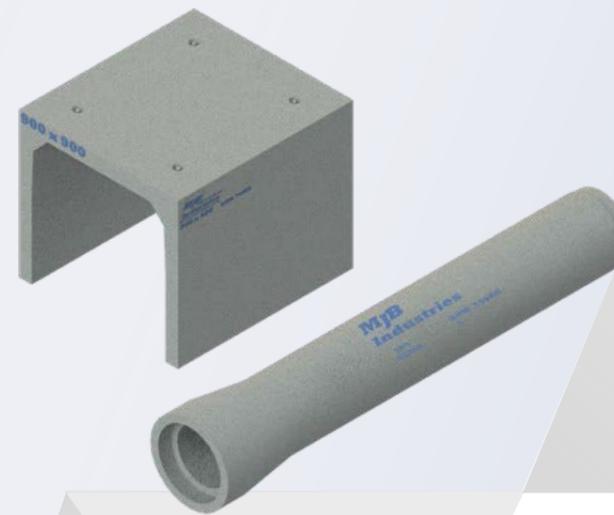
The planers have a patented self-levelling feature ensuring seamless contact with the road surface regardless of the angle you are working from. This ensures constant depth in all conditions and all surfaces are cut to a precise level.

The size of the SIMEX PL high depth planer can be a huge benefit when working on size restricted sites as the skid steer and SIMEX planer combination enables contractors to get into tight spots where large profilers might not be able to reach.

For more information contact CCF WA Member Total Rockbreaking Solutions.



The SIMEX PL 5020 is available from CCF WA Member Total Rockbreaking Solutions.



PIPE & PRECAST

MJB Industries Pty Ltd is a state wide supplier of concrete pipe and precast products that prides itself on quality and service. A family business, MJB travels the path of continuous improvement in all facets of the business, from product manufacture to training of our staff. Since the beginning, MJB has become a supplier of choice for many civil contractors throughout Western Australia.

The precast range includes pipes from 300mm diameter through to 2100mm diameter. Up to 6.0 meter span Box Culverts, Grated/Junction/Side Entry Pit Covers including a the Main Roads range of GT, HN & RT's with precast base slabs to suit. We produce some of the largest size Headwalls in the industry, allowing for multiple barrels and Main Road Traversable Headwalls with Guard Rails. 3.0 meter high and greater L-Shape and T-Shape Retaining Walls, Custom Size Panels, Cattle Troughs, Septic Systems and many more, all whilst maintaining a high quality product and great customer service.

MJB continues to be a major supplier throughout WA, using its own transport division to supply to Kununurra in the North and Esperance in the South.

Contact our sales today for a quote, we look forward to hearing from you!



08 9797 0999



sales@mjbindustries.com

Boral truck makes a proud statement and supports Indigenous business

Boral has partnered with a local Indigenous artist who designed artwork that was used to wrap one of Boral's concrete trucks. The initiative was coordinated through the Combined Metro Working Group, the traditional elders of one of Boral's WA sand tenements.

The Combined Metro Working Group Elders recommended a local artist, Cindy Ilaran Prior, a Ballardong/Whadjuk, Nyungar woman, who lives and works on Nyungar country.

The artwork captures, explores and represents the Nyungar systems of governance on Nyungar country, and it is also a representation of the long-standing working relationship that the Swan Coastal Plains Nyungar people have with Boral. The black and white footprints represent Nyungars and Wadjellas walking along the Derbarl Yirrigan (Swan River), towards the Darling Ranges, talking, listening and learning from each other. The Elders' leadership is represented by the meeting circle.

Once the artwork was completed, local Indigenous business Sista Girl Sign & Print was engaged to complete the transformation of the original canvas artwork into a digital design suitable to be wrapped onto the concrete agitator bowl. Boral has since engaged Sista Girl to provide all signage requirements for Boral's Western Region on an ongoing basis.



Artist Cindy Ilaran Prior with the original artwork.

Boral has also partnered with BOYA Group, a WA-based Indigenous contractor, delivering concrete in the wrapped truck to projects around Perth. Boral says this partnering relationship is a great example of what the company's Reconciliation Action Plan strives to deliver.

Pictured left to right: Julian Walters, GM Sales & Marketing, Western Region; John Ralph, Regional General Manager, Western Region; Deane Criddle, Commercial Manager, Western Region; Stefan Cvijanovic, Concrete Agitator Driver



Western Australia's Preferred Earthmoving Equipment Supplier



WA Family Owned & Operated
16 Branches Nationwide

Over 40 Years In Business
Serving the WA Civil Construction Industry

Fully ISO Accredited
Quality, OHS & Environment

BROOKS HIRE

"Better being with Brooks" ☎ 1300 BROOKS (276 657)
@ sales@brookshire.com.au
www.brookshire.com.au



Below: Jarrad Oakley-Nicholls with his young family Noel (4), Jakoby (3) and Kyden (9 months).

Jarrad's dash to create work opportunities for others

By **John Feary**

It's easy to think of Jarrad Oakley-Nicholls, the founder and managing director of new West Australian civil construction business Oaks Civil Construction, as a young man in a hurry.

After all, isn't he the aptly described on-field firebrand who famously made his AFL debut as a 17-year-old in the first-ever "Dreamtime" match at the MCG in 2005, scoring the match-winning point for Richmond against the Bombers with minutes remaining in the final quarter.

And wasn't he, at the age of 28, awarded the Australian Mines and Metals Association's Young Professional Award in 2016.

But these, and the many other achievements of his young life, have not been achieved without considerable work and persistence in the face of severe challenges.

Footy fans will know that Mr Oakley-Nicholls' AFL career, four seasons at Richmond before returning home for two seasons at West Coast, was marked by his constant battles with injuries and health issues – it's said he was never able to have a complete pre-season at the Tigers. Still, after returning to East Perth, he ended his WAFL career in 2017 with 125 games.

The challenges had begun much earlier in life. He was just five years old when his

father died, leaving his mother to raise four children on her own.

"I witnessed the strength, determination and all-round leadership that my mother took to ensure my three siblings and I had a positive upbringing," Mr Oakley-Nicholls says. "Mum instilled in me the required levels of strength, determination and leadership to face life in the wider world."

Even in his football career, Mr Oakley-Nicholls says his mother was his best mentor, providing the critical feedback that he needed each time to take the next step and being there "to push me when things got tough".

She stands alongside Richmond great Dale Weightman, WA Hall of Famer Phil

Narkle and the equally lauded player and coach Ian Miller, the three who did the most to help the young teenager adjust to the intense pressures of top-level footy.

Typically, Mr Oakley-Nicholls credits the challenges he faced and overcame in his footy career for making him aware of the need to provide more opportunities for others. "Football has enabled me to understand the feeling you get when you achieve your goals and aspirations, and I would like nothing better to provide opportunities that allow others to feel the same."

While continuing his football career, Mr Oakley-Nicholls began his active role in employment services and business development for the Aboriginal community as employment program manager with the Wirrpanda Foundation, the ground-breaking not-for-profit founded by former Eagles star David Wirrpanda to lead the provision of educational and employment opportunities for indigenous Australians.

The foundation's vocational training employment centre works with local communities and their leaders to connect job seekers with meaningful long-term employment opportunities.

The Young Professional award by the AMMA's Australian Resources & Energy Group recognised Mr Oakley-Nicholls' effectiveness tackling the significant employment barriers facing indigenous participants, particularly those with low education levels and no continuous work history.

"Football has enabled me to understand the feeling you get when you achieve your goals and aspirations, and I would like nothing better to provide opportunities that allow others to feel the same." - Jarrad Oakley-Nicholls

The program he was instrumental in developing used advanced assessment skills to identify individuals with strong behavioural and motivational matches to the job and work environment.

After working extensively with civil and building construction and mining leaders as well as federal and state government for a decade, in September 2019 he took the next step by establishing Oaks Civil Construction.

Mr Oakley-Nicholls's choice to focus the business activities on civil construction recognised the industry's potential to develop and build work opportunities for the Aboriginal and local community. Besides, his grandfather was a final trim grader operator with Main Roads for many years constructing roads throughout WA.

"Civil construction has so much potential and opportunities to create change and awareness," he says.

The company, which has built its employee numbers to over 50 following the acquisition of Geraldton-based MidWest Traffic Controllers, achieved one of its key goals in April when it received

full Main Roads WA registration to deliver traffic management services throughout the state.

Mr Oakley-Nicholls recognises that Oaks Civil Construction is a business and must be focussed on performing at the highest level and providing a quality service.

"We have a strong business structure and want to ensure it is sustainable," he says. "We have started on a high level and have had some great feedback.

"In saying this, we have also identified areas of improvement and have had discussion with clients on how we can make our service delivery better. There is no room to become complacent ... it is a very competitive market so we have to continue to raise the bar in our service delivery."

Improving the business means that Mr Oakley-Nicholls, now a father of three, will be more successful in helping others to reach their goals. "We want to provide a better avenue for job-seekers who are really struggling to get into that employment space," he says. "I want to be that person providing opportunities."



On-the-site training for traffic management crew members.

Motivation Foundation delivers civil contracting industry's supply of good keen kids

Putting eager high school students at the controls of big yellow machines, the laudable aim of West Australian not-for-profit Motivation Foundation, is a positive in many ways: the first steps of a career path for the young people and an answer to the industry's insatiable demand for workers. By **John Feary**

In the view of Tim Hunter, the CEO of the West Swan-based charity, training enthusiastic youngsters not just in machine skills but also the essential qualities of safety and responsibility that qualify them to move into employment straight out of high school is the key to better outcomes for the state.

"Young people are the future of our industry," Mr Hunter said. "The investment in WA infrastructure projects and the impending skills shortage requires pathways to fill this gap."

The Motivation Foundation came into

being as a not-for-profit organisation only in 2018, but it draws upon more than a decade of pioneering efforts by the Ertech Construction Academy established by recognised industry innovator Jim Giumelli.

The Foundation, and the Academy that preceded it, are succeeding where many others have tried and achieved little in the past.

An obvious measure of their success is the fact that more than 180 young people at Year 11/12 high school level and from diverse backgrounds have learned

life and employability skills through the Ertech Academy and the Motivation Foundation. Over the last 10 years, 92% of the course graduates have gone on to gain employment - and the achievement marker has gone up to a remarkable 100% over the last three years.

The transition to the Motivation Foundation has also seen considerable growth in the program, with 51 students enrolled in 2020.

But for Tim Hunter, a professional in the not-for-profit and educational leadership sector with 20 years' experience in

training and workshop development across multiple industry sectors, the Foundation's success is defined by much more than just the numbers.

"There is nothing more rewarding than changing the life trajectory of a young person and enabling their success in such a great industry as civil construction," he said.

The importance of the Foundation's work is fully supported by the Civil Contractors Federation WA. "There is a lot of talk about providing a pathway for young people into civil construction, and to be honest not a lot of action," said CCF WA CEO Andy Graham. "One reason for that is compared to some other pre-employment qualifications, the Cert II in Civil is a demanding qualification that requires buy-in from the schools, trainer and trainee alike. Tim and his team at the Foundation deserve recognition for making it happen and showing what's possible."

The selection of candidates starts with referrals not just from State, Catholic and Independent schools but also from the Wanslea foster care and family support organisation, the youth justice services division of the Justice Department and specific referrals from the Education Department.

All go through a rigorous interview process. "We select students who have a genuine interest in the industry and would benefit by attending our Academy," Mr Hunter said. "Our highly selective

"There is nothing more rewarding than changing the life trajectory of a young person and enabling their success in such a great industry as civil construction." – Motivation Foundation CEO Tim Hunter.

interviews are based on attitude and potential, not grades."

Training is conducted at the built-for-purpose facility in West Swan, which is unique in terms of the facility, plant, resources and industry experts.

It costs about \$10,000 to train each high school-aged youth in the skills and behaviours to gain and retain employment in the industry. The Academy/Foundation has previously relied wholly on the support of corporate partners, but it has been boosted this year as the first registered training provider to be funded for civil construction scholarships by the industry-backed Construction Training Fund.

So what does an employer get?

"Our graduates are well trained before employment on real-world projects in the community, and they bring a toolbox of work-ready skills," Mr Hunter said.

"They have obtained a Certificate II in Civil Construction while still at school, so they are already two-thirds of the way to completing a traineeship or

apprenticeship.

"Just as importantly, they have undergone their training on-site in a workplace environment, not a classroom, and that includes drug and alcohol testing. Any trainees who display ongoing poor behaviour or lack of interest are excluded from the program."

Even more than the technical units, the Foundation's coaching and mentoring focuses on building their awareness of safety, respect and leadership, punctuality, pride in their appearance, equipment and work as well as their responsibility for themselves.

"Their future employers benefit from this, because the quality of their training prior to employment results in a light training load on the job," he said.

By enrolling the graduates into a traineeship stream at employment, the employer also becomes eligible for incentive payments through federal government and CTF programs.

Below: Graduation Day for Motivation Foundation students and their families and friends



Motivation Foundation students in training.

Hovey Group commissions Indigenous artwork

CCF WA Members MJB Industries and JAK Civil, along with sister Hovey Group company Australind Premix, worked with Troy Bennell, a local Indigenous artist, in creating artwork for a fencing banner along Forrest Highway, Treendale, Australind.

The painting depicts the land we work on and the six Nyoongar Seasons. Other local businesses involved in the project were Sign City/Tint City and JLGPhotographics.

MJB is committed to improving work opportunities for Indigenous Australians and to being an employer of choice for Indigenous Australians.

Troy Bennell with the fencing artwork commissioned by the Hovey Group.

Mental health advocate recognised

CCF WA Member Melchor's Operations Director Dylan Ogilvie has been honoured with the Individual Leadership Award at MATES in Construction WA's Mates Helping Mates Leadership Awards, presented at an industry sundowner last Thursday.

MICWA Senior Field Officer Damien McVeigh said Mr Ogilvie had promoted mental health within his community for many years. "Dylan has been a huge advocate for MATES for years after coming in contact with us in Elizabeth Quay in 2014," Mr McVeigh said.

"He continues to encourage his colleagues to have positive conversations around mental health and genuinely supports his workers if they have compromised mental health. Dylan has told MATES staff that he has had upfront conversations with family members in relation to mental health and breaking the stigma around mental health.

"Dylan has sat in the MATES General Awareness Training more than once and has also completed the Connector and ASIST training. He actively and regularly promotes the MATES program and services to clients and his workers. He has been responsible for supporting a large number of construction workers and is very worthy winner of the Individual Leadership Award for 2020."

Also presented with Leadership Awards were Fredon (Small to Medium Organisation) and ADCO Constructions (Large Organisation).

Left to right: MICWA Acting CEO Liam Cabbage; Individual Leadership Award winner Dylan Ogilvie; MICWA Chairman Colin Emmott.

PSC Insurance Brokers: National Sponsor of Civil Contractors Federation

PSC Insurance Brokers has joined forces with the Civil Contractors Federation to develop a range of services and products to give you insurance cover that meets your unique business needs whilst recognising the importance of reducing the cost of insurance.

We believe insurance is about People, Property and Liabilities and we focus on managing these risks for you.

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

Lower claims cost = lower premiums.

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

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

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

PSC Insurance Brokers (Perth) Pty Ltd is a Corporate Authorised Representative (CAR 1238950) of Professional Services Corporation Pty Ltd (AFSL 305491). Please refer to our Financial Services Guide on our website for information on our products and services and how we are remunerated.

Monford's decade of delivery

CCF WA Member Monford Group, one of Australia's leading mining, resource and energy construction companies celebrates reaching its 10-year milestone.

What started as a minor concrete contract in Karratha in 2010, has since flourished into an award-winning business with a hard-won reputation for delivering complex, multi-disciplined projects in the resources, infrastructure and energy sectors.

The company has grown from that first project into a national construction powerhouse, with a 600-strong workforce and offices across Australia. It also provided founder and Managing Director Declan White with a unique perspective on how he wanted to move his business forward.

"Being on the ground for those first oil and gas projects gave me a lot of insight into the opportunities for a more efficient, client-focussed contractor," Mr White

said. "And while we are now a large construction provider in our own right, it's a philosophy that remains pivotal to our DNA".

This client-focused approach saw the company build a reputation for delivering complex infrastructure projects, picking up more and more work on some of Australia's most important export-earning resources projects.

These complex mining-infrastructure works paved the way for principal-contractor opportunities. One of such was the bulk earthworks contract at FMG's Solomon iron ore mine.

"It was an important first principal-contractor project for us because it demonstrated we were no longer just provider of sub-contracting services but

could deliver large projects on time and within budget, in our own right," Mr White said. "The company has a built strong culture of client-focused delivery, and the reputation we have built has attracted high-calibre people, many of whom have been with us since the very beginning."

With the resource boom winding-down, Monford has set its sights on future-proofing its business.

"When we began, the mining boom in Australia was exploding," Mr White said. "But the market was getting trickier and we knew we needed to innovate and diversify. Diversification and growth go hand-in-hand."

The company entered the Infrastructure sector in 2013 with several high-profile projects, including Perth's Stadium Train

Station, Northlink, Gateway WA and in New South Wales, the Wickham Transport Interchange and Picton Water Recycling Plant upgrade.

Finding that their agile approach transferred across sectors, Monford made the move into renewable energy and was the principal contractor on the Yarranlea Solar Farm in Queensland. In Merredin, they installed three hundred and sixty thousand PV panels, with twenty-two inverter stations - in just three months.

Monford also believes strongly that a commercial-focused company needs a community-minded heart. In 2014 the Monford Group created the Monford Foundation to fund projects initiatives that produce positive outcomes for Indigenous communities. It's also a supporter of the Clontarf Foundation, which exists to improve the lives of young Aboriginal and Torres Strait Islanders.

At the ten-year mark, Monford has set itself the ambitious goal of being Australia's most respected multi-industry construction company, a truly national business that partners with some of Australia's leading organisations to deliver world-class projects.



Monford employees on the Shoemaker Levy project located at Ravensthorpe Nickel Operation for First Quantum Minerals.



Monford Managing Director Declan White

WELCOME TO THE FAMILY

AFGRI Equipment are the official partner of John Deere Construction & Forestry equipment in Western Australia.

With dedicated sales, service and parts support, we are proud to partner with our customers and make sure their needs are met.

For more information, contact (08) 6278 7777 today.



Visit www.afgri.com.au



Standing left to right: , RMHC Community Engagement Manager Victoria Willets; RMHC South West Engagement Committee Chair Neema Premji; Brooks Hire Hire Manager Lenore Brooks. Inside the digger is nine-year-old PJ Davis, whose family has benefitted from RMHC WA.

Brooks Hire digging deep for charity

CCF WA Member Brooks Hire's brand-new Komatsu PC200LC-8 excavator is being transformed into the 'big blue digger' to help the families of sick children.

Brooks Hire will donate \$2 to Ronald MacDonald House Charities WA (RMHC

WA) for every hour the machine is on hire.

RMHC WA relieve the burden on families with sick children by providing accommodation and essential care while the child is being treated. With the Covid-19 pandemic causing many

of RMHC WA's fundraising events to be cancelled, this is one way that Brooks Hire can help support the organisation.

The big blue digger will be located at Brooks' Bunbury branch in Western Australia and will be available for hire all over the South West of WA.

ReddiFund's much needed boost to suicide prevention

Construction industry redundancy fund ReddiFund has once again demonstrated its commitment to Western Australian construction workers by handing over a cheque for \$200,000 to MATES in Construction WA.

MATES provide construction workers with suicide awareness training to help reduce the rate of suicide within the construction industry. Their face to face training provides workers with the skills and awareness that can help them pick up warning signs in themselves and in work

colleagues and offer an understanding ear and professional help.

ReddiFund CEO Kieron Gubbins said he was proud to be able to deliver for the workers of our industry. "We're proud to provide services that give workers in our industry some financial security as financial insecurity is a major contributing factor to thoughts of suicide," Mr Gubbins said.

"But we're also proud to be able to help directly through our ongoing funding of this important at suicide prevention

program."

"WA construction workers suffer some of the highest rates of suicide of any group in the country. MATES is a critical part of addressing this problem."

MATES has been operating in WA for 8 years and in that time ReddiFund has provided over \$2.7m in critical funding.

If you're struggling, then please seek help. Call the MATES National Helpline on 1300 642 111.



Waringa Equipment are a Perth based, WA distributor of FlipScreen. FlipScreen is an Australian made screening attachment manufactured to suit a large range of earthmoving equipment, including Bobcats, Front-End Loaders and Excavators.

Screen mesh sizes are available from 6mm to 150mm, with screen mesh able to be changed in around 10 minutes, providing efficiency and flexibility.

Please contact Waringa Equipment to view one of our FlipScreens or to arrange an ON-SITE DEMO.

WET HIRE AVAILABLE

Waringa Equipment has a Luigong 862H Mine Spec Front-End Loader coupled to a FlipScreen WL180 Quarry available for wet hire. Screen mesh available are 10mm, 25mm and 35mm. Please contact Waringa Equipment for more information.

FLOOR MODELS REDUCED TO CLEAR

Waringa Equipment have FlipScreens available for immediate delivery, with some models reduced to clear. Please contact Waringa Equipment for further details.



36B Tomah Road, Welshpool, WA 6106
 info@waringa.com.au | 08 6154 5999 | waringa.com.au



Mader invests in workforce of tomorrow

With demand for skilled labour continuing to rise and apprenticeships dipping to a 10 year low, CCF WA Member Mader Group is addressing the issue with the introduction of a Trade Upgrade Program.

The tailored training program aims to bridge occupational gaps by developing the skills of experienced tradespeople to increase the supply of dual trade mechanics in Western Australia's labour market. Officially named 'Trade Up', the 18 month program equips experienced light vehicle mechanics (automotive and road transport) with the necessary skills and knowledge to confidently work across a wide range of sites and workshops as qualified heavy duty diesel mechanics.

"This is an opportunity for industry leaders to work together to create long term career pathways for dual trade mechanics," Trade Upgrade Program Coordinator Charlotte Annakin said. "With a largely trade qualified team in the office, we know what to look for in a good mechanic and have cherry-picked

candidates to ensure the best chances of success. We're asking companies to partner with us as we train, prepare and mentor these candidates for placement in the industry."

During the program, apprentices are mentored by Mader Group heavy duty diesel mechanics on various worksites and are backed by a knowledgeable management team who have come from trade backgrounds themselves.

"Our apprentices will work alongside some of the most experienced minds in the business. They will obtain well-rounded knowledge and gain valuable insight into operations as they undertake practical workplace experience," Mader Group Chief Operating Officer John Greville said. "We've already seen some great success stories with key customers. The program allows us to grow industry skillsets whilst also offering customers a cost effective alternative to equipment maintenance."

The program offers partnering companies

short and/or long-term solutions to filling labour requirements with the option to hire (no sign over fee) candidates permanently upon conclusion of their contract.

Since establishment of the program in late 2019, Mader has already achieved several milestone achievements; its first intake of Trade Upgrade participants hit the 6 month mark in their 18 month apprenticeship journey and the second intake are now trained and ready for placement.

In addition to this, Mader Group has landed the 992 (OB25) project which will see a 21-strong team maintain their train load out fleet, including supervisors, mechanics, auto electricians, boilermakers and four recently upskilled trade upgrade mechanics.

Underlining their commitment to training and development, Mader Group was recently selected as a finalist for the Australian HR Awards in the Employer of Choice category.

In the news

CCF WA Member **RC Construction** have been awarded another contract by their valued client Coozee Chemicals. The contract for the extension works to the Northern Tank Farm at Kwinana are due to start in mid-August and involves approximately 1800m³ of concrete structures, 30,000m³ of bulk earthworks and various other miscellaneous works. The extension is designed to increase the capacity of the current site. Works are due for completion early 2021.

CCF WA Member **Streamline Connect** has secured a contract for the Fibre Optic Cable Design and Construction for the Fortescue Metals Group's Eliwana Mine and Rail Project. The contract will provide critical communications connectivity for Fortescue's new Eliwana mine through the design, supply, and construction of approximately 175km of fibre optic cable.

Nestor Jongko, Sales Consultant at CCF WA Member **Major Motors**, has been honoured as 2020 Citizen of the Year by the City of Bayswater. Mr Jongko has been a leader in the Filipino-Australian community in Perth since 1985. He has twice served as President of Filipino Australian Club of Perth (FACPI), and in 2019 was presented with a legacy award by the Filipino Community Council of WA. He is the founder of the Perth Chapter Commander of the Knights of Rizal, and has conducted projects and fundraising activities for various charities in the last 33 years.

CCF WA Member **Alcolizer Technology** is the first manufacturer globally to achieve compliance to the Australian Standard AS3547:2019 Breath Alcohol Testing Devices. The Alcolizer LE5, Alcolizer HH4 and Alcolizer HH3 Alcohol Testers are now certified as compliant to AS3547:2019. The new Standard is a step up in the performance, durability and operational use of breathalyzers to ensure all Australian workplaces can have the best possible devices to protect them and their employees.

Komatsu Chief Executive Officer and Managing Director **Sean Taylor** has won the Institute of Quarrying's 2020 Caernarfon Award for his campaign to encourage diversity in the company. The award follows Mr Taylor's "Let's talk about diversity and inclusion" presentation delivered at IQA's conference in October 2019. The presentation focused on how the company is working to improving diversity and inclusion within Komatsu, and the steps the company has taken to achieve this. The presentation also highlighted how Komatsu's Say Again? campaign encourages its workforce to be conscious of language and ideas that may undermine diverse team building.

CCF WA congratulates Associate Member **Vinidex** on its 60th year of operation. On 17 August 1960, at a tiny site in Silverwater, Sydney, a small team successfully produced their first run of PVC conduit. What was more remarkable was that the raw material for this first product was offcuts from the manufacture of PVC raincoats. The conduit that resulted was installed in Sydney's Cahill Expressway where it continues in service today. In that early period, Vinidex's founder Dick Bonouvrie and his team displayed many qualities which the company says remain key to Vinidex today: entrepreneurship, resourcefulness, innovation and a focus on sustainability.




TICKETS ON SALE NOW!

CCF

BORAL

CIVIL CONTRACTORS FEDERATION
EARTH AWARDS
Excellence in Civil Construction

2020 CCF WA Earth Awards Gala Dinner
Friday, October 30th, 6:45PM - 11:45PM • Hyatt Regency, Perth

SUPPORTING SPONSORS

Enviro **LAVAN** **Alcolizer technology** **MYB Industries**
BROOKS HIRE **LEDGE** **Concrete Pipe & Precast**

DIAL BEFORE YOU DIG
www.1100.com.au
The Essential First Step.

DAMOS tames coiled pipe with clever trailer

CCF WA Member David Moss Corporation (DAMOS) is supporting pipeline projects with its new de-coiling line tamer trailers.

DAMOS Sales Executive Adrian Culff said: "After going through the tamer, our roll of PN20 HSCR blue stripe was cut and the wall thickness and ovality was checked. It was spot on.

"Contact the team at DAMOS to see how we can support your pipeline project."



Directions

Directions has over 30 years' experience providing workforce development solutions to businesses and individuals across Western Australia primarily through apprenticeships and traineeships alongside career development and advice to assist jobseekers and employers to make the best choices.

Directions Workforce Solutions Inc. was formed in 1988 and evolved into a registered charity in 2018, reflecting our long-standing commitment to the community we serve. Our continuing goal is to support the communities in which we operate to support themselves.

Our services support individuals at all stages of life; providing skills, information, guidance, and mentoring and personal development when needed.

Directions' group training organisation (GTO) provides employment and training

opportunities by employing individuals as apprentices or trainees, and hosting them with local businesses who provide the on the job training. We are proud to be one of WA's longest continuously operating, truly not for profit group training schemes, producing six industry, regional, state and national award winners in the last two years alone.

Throughout our history we have developed a strong understanding as only a 'local' can of the barriers and challenges to apprentice and trainee employment and training across WA, including regional and remote locations and communities.

Directions also has a longstanding commitment to employing Indigenous local people and developing them within our team to ensure services to local Indigenous clients and communities are meaningful, culturally appropriate, relevant, and effective. And it works.



Working with employers of every size from multinationals and major national employers through to SMEs, we have been able to assist hundreds of Indigenous individuals of all ages into employment and training outcomes.

Directions is a 'boutique' provider that is focussed on offering a fresh approach to apprentice and trainee training and management and workforce development. We go the extra mile for our clients because their successes are our successes.

directionswa.com.au

RC Construction

RC Construction is a privately owned West Australian based multi-disciplined construction company specialising in a wide variety of "competitively priced" construction services.

With the management teams past experience being predominately lump sum projects, this has led to a pro-active innovated approach to solving construction problems in advance to ensure risks are mitigated and managed.

The management team have experience in the construction of structural foundations, RC framework, primary and secondary crushers, LNG tanks, retaining walls, RC walls columns and beams, commercial slabs, main roads infrastructure, water management and pre-cast structures.

Civil & Concrete

RC Construction specialise in all aspects of concrete construction for the oil & gas, mining, resources, rail, main roads infrastructure and the water management construction industries.

Labour Hire

RC Construction offer both short and

long term competitive solutions to fulfill your labour requirements.

Plant Hire

RC Construction can supply a range of both wet and dry plant hire fleet on short notice, enquire today!

The contractor that delivers. Safety. Simplicity. Success.

www.rcconstruction.com.au
4 Beach Street, Kwinana 6167
08 6370 2220



HiQA

Starting out in 2008, HiQA have grown to become award-winning providers of geotechnical services, delivering solutions to the Construction, Defence, and Mining industries. We have grown to five NATA-accredited laboratories in Perth, Darwin, Alice Springs, Katherine and Tennant Creek. HiQA also offers accredited Annex Laboratories in remote locations anywhere in Australia.

We provide a 'one stop shop' with the ability to test and sample a range of materials, including concrete, aggregate, soil, and asphalt and bitumen. We also provide geotechnical and site investigations, environmental sampling and testing, pavement acceptance testing and lightweight deflectometer testing.

We understand that time costs money to our clients. We operate cloud-based

tracking of field and lab data for monitoring and reporting. Our technicians input data electronically on-site and in the lab, so we can deliver fast, reliable, and accurate test results our clients need. Our technicians can provide our clients insights to avoid costly and time-consuming rectification.

Training and quality are paramount at HiQA. We provide opportunities to our team to evolve and improve their knowledge and experience, so we are the preferred choice in our industry. With a dedicated Project Management and Support Team, HiQA can ensure we get the right results every time.



PROJECTS

Guided by our strong values of Hard Work, Family, Evolve and Improve, Excellence, and Results, we pride ourselves on doing whatever it takes to make a difference. It is what sets us apart from the rest. It is what our 'Yes' experience is all about.

hiqa.com.au



TRUSTED SINCE 1919®

HHG Legal Group is a full-service, Western Australian law firm that has been proudly serving the state's families, businesses and individuals for over 100 years.

Our highly experienced Building and Construction team can help you identify, manage and minimise your legal risks. From tender, to contract negotiation and onto final payment, we are committed to delivering high quality, cost-effective and commercial legal solutions.

To find out more visit our website at hhg.com.au or call (08) 9322 1966.

hhg.com.au



PERTH | MANDURAH | JOONDALUP | ALBANY



CCF WA WOMEN IN CIVIL BREAKFAST

Proudly presented by Kais Hire

Supporting diversity and equality
in the civil construction industry



With special guest speaker
Sue Murphy
Director, Monadelphous

Thursday 19 November
7:00-9:00am
Black Swan Room, Optus Stadium

President's Breakfast

Over 180 people gathered at Fraser's Restaurant in Kings Park on September 16 for the CCF WA President's Breakfast. The morning's guest speaker, Phil Helberg, is the newly-appointed CEO of Infrastructure WA (IWA). Mr Helberg gave CCF WA Members and guests a valuable insight into how IWA will guide infrastructure planning and provision in Western Australia. Thanks to our President's Breakfast sponsors Motivation Foundation Ltd and Mader Group, and to all 180+ attendees who helped make our first event for 2020 a success.




SPECIALISTS IN EARTHMOVING • MINING • CIVIL CONSTRUCTION

Plant Hire:
 Graders - 140h, 140m, 14h, 14m
 Dump Trucks - 740, 740b, 740GC, 745
 Water Trucks - 740, 740b, 740GC, 745

Call Us Today on **9475 0800**

Security of Payment Bill is a positive reform

Sadly, it remains the case across Australia that construction contractors are often not paid what they have earned by their labour, either on time or at all. Attempts have been made around the country to make it easier for construction contractors to recover payment for the work that they do, through security of payment legislation. By **Daniel Morris** from **HHG Legal Group**.



In Western Australia, the *Building and Construction Industry (Security of Payment) Bill 2020 (WA)* (Bill) represents the second attempt since 2016 to improve payment security and protections for construction contractors. The Bill was released for comment in May 2020 to various construction industry stakeholders, following the publication of John Fiocco's final report on Security of Payment Reform in the WA Building and Construction Industry. If enacted, the Bill will apply in substitution for the *Construction Contracts Act 2004* (CCA) to all construction contracts made after enactment.

Importantly, the Bill represents a move towards harmonising WA's security of payment regime with the "east coast" model that applies with minor, local variations in all other states and territories except WA and NT. The transition promises not only greater harmony between east and west but also, improved procedural certainty by prescribing a uniform process for making and responding to construction payment claims via the exchange of payment schedules.

This approach has always applied under the east coast model and experience has proven it easier for adjudicators to understand and apply than the disparate

and often complex procedures that Western Australian construction contracts typically prescribe.

Other highlights of the Bill include:

- Empowerment of adjudicators to avoid unfair time bars
- reduction of the time to apply for rapid adjudication of a construction payment dispute from the current 90 business days to 20 business days
- imposition of penalties – for example, offences for threatening or intimidating a claimant or for failing to comply with an obligation in respect of retention money;
- prohibitions against enforcing security for performance (by, for example, seeking to cash in a bank guarantee or having recourse to retentions taken out of a contractor's progress payments) without giving advance notice to the contractor that has given the security; and
- further prohibitions against making a contractor's right to be paid for their work conditional on what happens under a separate contract ('pay when paid prohibitions').

Some of these proposals are of such significance to the building and construction industry in Western Australia that they deserve further consideration.

We expect that this extended prohibition will stop the common practice in construction projects of withholding retentions and maintaining bank guarantees until the end of an often lengthy defects liability period under a head contract.

Extension of 'pay-when-paid' prohibitions

Currently, the CCA prohibits what it defines as "pay-if-paid" and "pay-when-paid" provisions that would allow a construction contractor that has not been paid for their work to withhold payment to their subcontractor on account of the same work. In addition, the Bill also proposes to prohibit any party to a Western Australian construction contract from making any of the following things dependent on what happens under another contract:

- i) the obligation to make a payment on account of construction work
- ii) the time when a payment is to be made under a construction contract;
- iii) a construction contractor's right to make a payment claim; and
- iv) the release of any security to a construction contractor in the form of retention money or a performance bond.

If enacted, we expect (and are hopeful) that this extended prohibition will stop the common practice in construction projects of withholding retentions and maintaining bank guarantees until the end of an often lengthy defects liability period under a head contract. Across the construction industry, widespread dissatisfaction has been expressed about this practice, which can cause construction contractors to be kept out of the money they have earned by their labour for up to several years.

The problem may be compounded for construction contractors that are engaged in the early stages of construction works: for example, earthmoving, compacting, subdivisional and other site works, foundation works etc.

Shortened time to bring a claim

The reduced time to apply for rapid adjudication of a construction payment dispute is proposed in item 28(3) of the Bill.

The construction industry may not be entirely supportive of this proposal (we can only speculate having heard no specific feedback) but in our experience, having short deadlines to meet can actually benefit users of rapid adjudication. For a start, having to get the application and response in quickly is more consistent with the rough-and-ready, pay-now-argue later spirit of rapid adjudication. It follows, in our experience, that where the time to apply is limited as now proposed, those who meet the deadlines are those most likely to be utilising adjudication services for their intended purpose of keeping cash flowing quickly down the chain of construction contracts.

So, one benefit of short deadlines may be to protect the integrity of the adjudication

process itself by setting up a high barrier to entry against those who, given enough time, might otherwise weigh the process down with excessive complexity or technicality. After all, as we all know, it is human nature to take all the time you have to get a job done. As anyone with a submission deadline can attest (including tenderers for construction work), human beings are infinitely creative when it comes to finding excuses to cram it all in at the last minute!

Reducing the time limit to seek adjudication back down to 20 business days (bearing in mind that under the original CCA from 2004 to 2016, it was 28 calendar days which is essentially the same period without the same regard for public holidays) seems to us to strike the right balance between oppressive (and therefore exploitable) deadlines on the one hand and protracted (and therefore perhaps equally exploitable) deadlines on the other. This is particularly so given the extended Christmas lockdown period proposed to be recognised under the Bill,

where the time between 22 December and 10 January in the following year, when most construction contractors cease to operate, is excluded from the definition of 'business day' when calculating adjudication deadlines.

Unfair time bars

The courts have always enforced contractual time bars strictly, without regard for how harsh or onerous their requirements have been for subcontractors or how oppressive the consequences of missing a notice or claim deadline, in terms of:

- (a) having to do substantial variation work for free; and
- (b) having to pay substantial amounts in liquidated damages, that often represent a substantial portion of the entire contract price, for delays in the progress of construction works that were beyond the subcontractor's control.

The tyranny of the time bar may well have had its day if clause 16 of the Bill is



**Need Traffic Management Training for your staff?
Civil Train WA (RTO 45621) offer Main Roads WA accredited Basic Worksite Traffic Management and Traffic Controller courses.**



Basic Worksite Traffic Management and Traffic Controller

- RIICOM201D Communicate in the workplace
- RIIWHS201D Work safely and follow WHS policies and procedures
- RIIWHS205D Control traffic with stop-slow bat
- RIIWHS302D Implement traffic management plan

Basic Worksite Traffic Management

- RIICOM201D Communicate in the workplace
- RIIWHS201D Work safely and follow WHS policies and procedures
- RIIWHS302D Implement traffic management plan

Basic Worksite Traffic Management and Traffic Controller Refresher Courses also available.

Contact Civil Train WA today for a quote to deliver on your site

08 9417 1980 or courseswa@ccfsa.com.au

Construction Training Fund (CTF) subsidy may be available for this course, eligible participants will be required to seek the rebate directly from the CTF.



enacted. Clause 16 proposes to empower the various decision-makers empowered to determine construction payment claims, including judges, arbitrators, adjudicators and a new class of decision-maker called "review adjudicators" to strike down unfair time bars. For the purposes of the Bill, a time bar is to be considered unfair if it is "not reasonably possible" or is "unreasonably onerous".

Clause 16(6) prescribes a variety of factors that a decision-maker would need to take into account which, by paragraph 16(6)(g), would include 'any other matter the adjudicator, review adjudicator, court or arbitrator considers relevant' (cl 16(6)(g)). In our view, both the breadth and the limits of this clause are to be applauded, as it both liberates and guides decision-makers in determining the kinds of time bars that are to be rejected as unfair.

This, we expect, will allow the construction industry to develop its own norms of acceptable and unacceptable dealings, based on what are known to be the legitimate commercial interests of construction contractors and principals and appropriate measures to protect them. In this light, the proposed reform may be seen as representing a shift towards some measure of self-regulation by the construction industry.

Notice required before enforcing performance security and creation of deemed retention trust scheme – not quite enough

To some extent, the Bill promises to protect construction contractors and subcontractors from misuse of their security bonds and retentions, but it may be felt by some in the construction industry that these proposed protections do not go far enough.

The protections are twofold:

- (a) a minimum of five business days' notice required to be given before recourse can be had to any security given under a construction contract; and
- (b) where security is given by way of retentions that are withheld out of a construction contractor's progress payments, those retentions are to be held on trust for the contractor from whose payments they are withheld.

These are considered positive moves.

Regarding deemed trust accounts, the feedback tended to indicate that the construction industry was generally not too concerned about missing out on the odd progress payment in the event of occasional upstream insolvency ... what tends to be of much greater concern is the cash flow disruption caused by late payment in the ordinary run of contracts between solvent parties.

Bear in mind that performance security is only that: cash that a construction contractor puts up as security for the proper and timely performance of their construction work. Obviously, if it is the contractor putting up that cash security then that cash must be the contractor's to begin with. This may seem an obvious point but it is one that still appears to be almost universally overlooked in the construction industry.

In particular, when it comes to retention of sums out of the progress payments that construction contracts have already earned by the time the sums are withheld, there seem to be no reservations at all about taking that money and risking it on other ventures as if it were the secured party's own money, and so, placing it permanently beyond the reach of the contractor that has earned it if there is an insolvency somewhere up the chain of contracts.

Nor does there presently appear to be much in the way of accountability for secured parties whose contracts allow them to make immediate calls on construction contractors' bank guarantees without having to give any prior notice, based only on an opinion (which does not need to be justified) that the contractor's works are in some way defective or late.

We would welcome reforms that go some way toward recognising that a construction contractor gives security using cash that is theirs and remains theirs unless and until that contractor is liable for some breach of its obligations under a construction contract. Justice demands that the contractor whose cash

it is at least to be given some notice that their employer intends to take it.

That way, a contractor who considers the underlying claims to be unjustified can negotiate a resolution and, if necessary, apply to the Court for an injunction to restrain their employer from taking their money in the meantime.

The justice of requiring cash retentions to be held on trust for the construction contractor that has earned them seems equally obvious. The retention is not an interest-free loan from the contractor to its employer; nor is it a tax.

If the employer makes bad decisions with the contractor's money and becomes insolvent, the construction contract gives the contractor none of the rewards and protections that lenders and taxpayers get for parting with their money. The money they have earned is simply gone forever.

Construction contracts do not typically even provide for the interest earned on retentions to be paid over to the contractor and that is where we consider the Bill is lacking: typically, where a private (non-government) party – for example, a borrower – is entitled to use someone else's money to their own benefit, the price they pay for that is interest.

It would be only fair in our view to legislate for construction contractors to take the benefit of interest that accrues on the retention monies they have earned for as long as that money is withheld from them.

No provision for deemed trust accounts and project bank accounts

The media has criticised the Bill for making no provision for deemed trust accounts or project bank accounts. The main complaint was that calls for deemed trust accounts, as a simpler and more practical alternative to project bank accounts, seemed to have been ignored. Both deemed trusts and project bank accounts had been proposed as a way to protect progress payments that construction contractors had earned from falling into the hands of other secured creditors (mainly banks) when someone up the contracting chain becomes insolvent.

HHG Legal Group has spent much time thinking about how, in practice, these two measures might safeguard contractors against insolvency. We then tested our thinking in discussions with civil and construction contractors, with some surprising results.

Regarding deemed trust accounts, the feedback tended to indicate that the construction industry was generally not too concerned about missing

out on the odd progress payment in the event of occasional upstream insolvency.

We are advised that this has always been regarded as an ordinary risk of construction contracting and one that was easily managed through basic credit checks or absorbed in a contractor's margins.

What, we are told, tends to be of much greater concern to contractors generally is the cash flow disruption caused by late payment in the ordinary run of contracts between solvent parties.

As well as a well-regulated and administered system of rapid pay dispute adjudication, project bank accounts would seem to provide better redress for this concern by making only one party, the head contractor, responsible for making all certified progress payments, all the way down the contracting chain, out of the one project bank account.

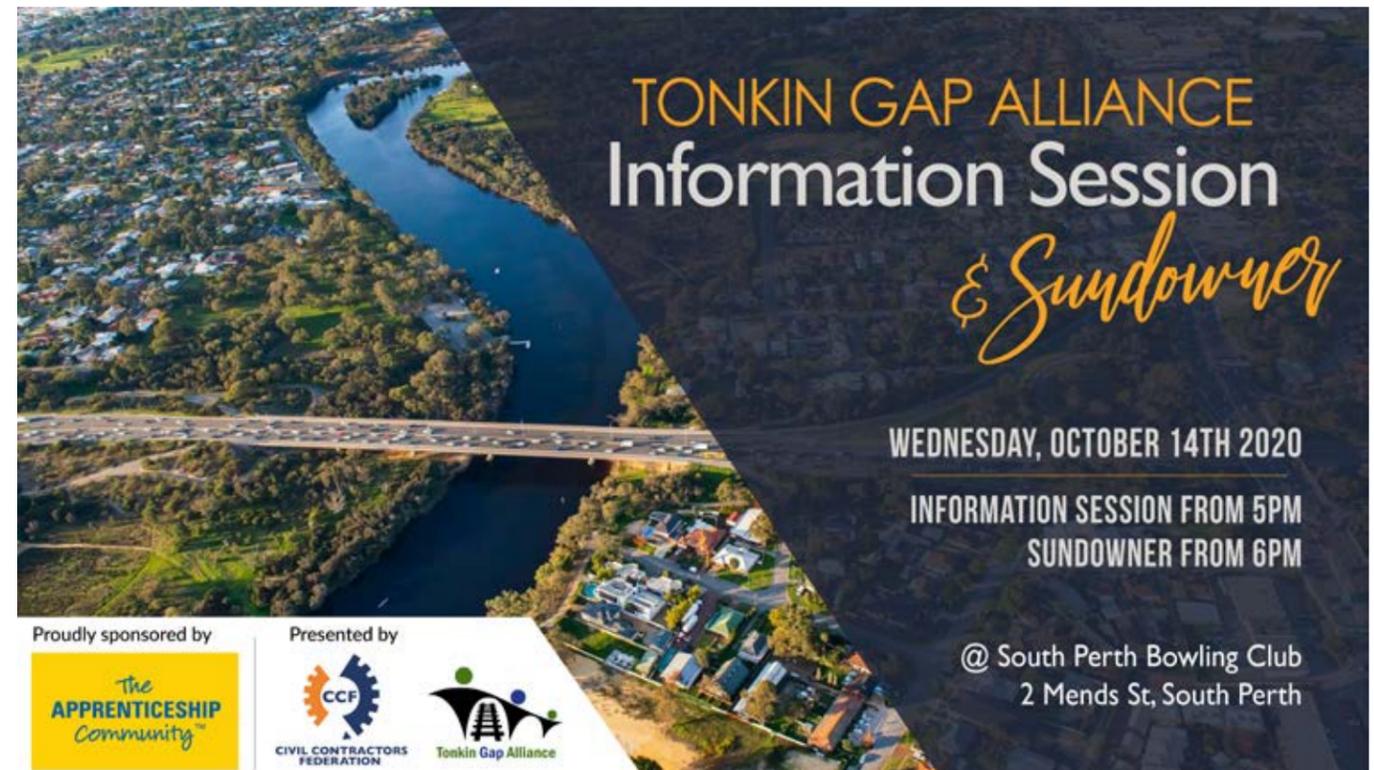
However, when asked about the experience under Building Management and Works contracts that already provide for project bank accounts, we were frequently told that no one actually takes any notice

of them and contractors are still left waiting for payments well beyond their due date.

Perhaps, then, our legislature is right to keep the present focus on more fundamental proposals to improve security of payment in the construction industry and to defer more radical measures until the industry is ready to adopt a more compatible culture of fairness.

We do consider that by drafting and circulating the Bill for discussion, WA's legislature has taken a step in the right direction towards reforming the culture within the construction industry. However, we anticipate that ultimately, WA's reform agenda will again lose its momentum without efforts to effect change from within through education.

HHG Legal Group has for many years been at the forefront of driving change in the construction industry by providing practical legal training, including in legal information sessions hosted by the WA Building Commission and eagerly await whatever opportunities the proposed reforms present, to keep supporting the construction industry in this way.



TONKIN GAP ALLIANCE
Information Session
& Sundowner

WEDNESDAY, OCTOBER 14TH 2020
INFORMATION SESSION FROM 5PM
SUNDOWNER FROM 6PM

@ South Perth Bowling Club
2 Mends St, South Perth

Proudly sponsored by
The APPRENTICESHIP Community™

Presented by
CCF CIVIL CONTRACTORS FEDERATION
Tonkin Gap Alliance

'Jumbo' Jonsson has landed

What is believed to be the biggest track mounted rock crushing machine in the world has recently arrived in Western Australia.

Rapid Crushing and Screening Contractors, based in Maddington has recently taken delivery of the 190-tonne machine, a Jonsson L160 primary crusher – a world first for a private contractor. It has been fitted with a host of optional features – a Metso C160 jaw crusher, a large feeder, rear support legs and hopper extensions.

Rapid Operations Manager Glenn Irvine said the crusher was built in Sweden and was the first of its type in Australia.

"It is the ultimate mobile machine for open quarries and mines that require a seriously high capacity, heavy duty unit with the ability to accept up to 1,200mm ROM rock," he said.

Mr Irvine said the machine's use reduced costs incurred through sorting oversize ROM as it nearly eliminated the need for separate rock breaking.

"It can produce big tonnages, at the best price possible and is

the ideal solution for mines having a stand-down or unplanned failure of a mine's Primary Jaw Crusher. The L160 can be mobilised as a stop-gap measure to minimise downtime and maintain high volume processing," he said.

Rapid obtained the machine to fill a void in mine-site crushing and screening work that exists Australia-wide.

Because of its capacity, Rapid anticipates considerable demand for the machine.

The machine's fleet number is 747 hence it has been appropriately nick-named 'Jumbo'.

Whilst 'Jumbo' does not have the capacity to fly from site to site, Mr Irvine said the machine is surprisingly easy to transport, which is just as well as its first project will be at a site in northern Queensland.

For further information contact Neil Constantine at Rapid Crushing & Screening Contractors, (08) 9452 5888



Relevance is key when developing your team and your organisation

In any form of professional development, the relevance of the learning is the key factor. Relevance drives the impact of the learning, the actions taken post learning therefore driving a solid return on investment – both in terms of time and money.

Too often we put our management team, our supervisors, and ourselves, through programs, seminars and conferences that don't provide tangible benefits to the team or the organisation. Too often, learning is generic to a particular field or role lacking specificity to enhance the employee's ability or increase the company's capability. We are left frustrated and question the importance of development highlighting the cost, both in financial terms and work hours terms

The Institute of Civil Infrastructure is different. Built for the industry, by the industry, The Institute is not distracted by other interest groups in the engineering world... we are 100% focused on civil and continuing to expand its reach across the civil industry in Australia. The Institute is a not for profit entity controlled by civil infrastructure industry Members.

The Institute's Board are all Civil Infrastructure Managers, and they make sure our Program supports only what the people of our industry want and need. The content of our courses and conferences are selected by people in the civil industry. It provides civil specific learning resources for civil supervisors, managers and leaders across all of Australia and we are proud to partner with the Civil Contractors Federation to achieve our mission.

THE BENEFIT OF ICI TO EMPLOYERS

There are many other benefits to what The Institute provides. Decrease your risk through having a higher skilled team, gain a competitive advantage in tenders showing development pathways for your management team, offer flexible and low total cost learning across your supervisors and managers; but the main benefit is the

"An organisation's ability to LEARN, and translate that learning into ACTION rapidly is the ultimate COMPETITIVE ADVANTAGE" - Jack Welch

peace of mind knowing that the learning is credible, from the industry and up to date. Learn what you need to know to take your team to the next level within the civil industry.

Our flexible Learning Courses enable individuals and teams to close skill gaps. Based on a low total cost model, in less than 4 hours, employees can upskill in targeted areas to add value to projects, identify and mitigate risks, and lead stronger project solutions. With the courses delivered by civil industry experts via live stream, real solutions to your team's current issues can be addressed through the live webinar setup.

While your company's capability expands, your employees are developing their skills and more engaged enhancing retention and positioning your company as an employer of choice. The Institute was created to raise management standards in the industry and reduce the skills shortage in contractors of all sizes.

Through our Employer Portal, companies have full control of their continual professional development plan for their team. They can explore, book and manage Learning Courses for their teams and monitor attendance and progression. A lot of employers utilise this for the Annual Review process with employees to support the growth of both the individual as well as the company.

Have your organisation stand out in tenders by gaining recognition of your team through our national grading program. Our grading process is for all Civil Infrastructure Managers who are Members of ICI and want to be recognised for not only their qualifications but their experience in the industry.

CPD AND RECOGNITION

If you are an engineer or have engineers or other roles in your organisation that require CPD, accrue these points completing something relevant and learning from civil industry leaders. Complete something impactful that will enhance your civil business today.

This 'civil focus' is seen in the recognition system: The Institute's Grading system was designed by people from the civil industry, which means the grading progression can be relied on to actually mean something to the civil industry.

If you want to position your organisation as an employer of choice, decrease your organisational risk and achieve a competitive advantage, get in touch with the team today on 1300 424 287.

We provide learning solutions tailored to the industry's leading hands, supervisors, managers and executives.

- Flexible
- High Quality
- Low Total Cost
- Regional Coverage
- Civil Industry Specific
- Decrease Risk
- Gain a Competitive Advantage
- Be an Employer of Choice



For the industry, by the industry

The Institute of Civil Infrastructure was created for the Civil Infrastructure industry with the courses tailored specifically to the industry's needs. How did we do this? All of The Institute's courses have been chosen by experienced industry leaders, not by us, so you can be assured the topic and content of each course is relevant and beneficial.

For you, not for profit

The Institute was created as a not-for-profit organisation by the industry to provide industry standards, recognition and continuing professional learning for supervisors and managers.

Assignar

www.assignar.com.au
1/276 Pacific Highway North Sydney, 2060 NSW
Phone: (02) 9199 7447
Email: marketing@assignar.com
Assignar's Construction Operations Software allows you to schedule crews and equipment, manage compliance quality and safety, and monitor progress from a single platform.

Directions Workforce Solutions

www.directionswa.com.au
7 Sayer St, Midland WA 6056
Phone: (08) 9274 8502
Email: enquiries@directionswa.com.au
Directions has over 30 years' experience providing workforce development solutions to businesses through apprenticeships and traineeships, alongside career development and advice to assist jobseekers to make the best choices.

Donclar Civil

www.donclar.com
Phone: 0405 904 981
Email: eoin.burke@donclar.com
From project management, through to labour hire and implementation, Donclar Civil are specialists in form work of all types including radius walls, tilt panels, suspended slabs, jump form, rytek walls and stairs.

GDR Civil Contracting

www.gdrcivil.com.au
2 Chidlow St East, Northam WA 6104
Phone: 0413 047 190
Email: graham@gdrcivil.com.au
GDR Civil Contracting is a Western Australian based, family-owned company with many years experience working on some of the largest civil contracting projects in Western Australia.

HiQA Geotechnical

www.hiqa.com.au
Phone: (08) 8947 4802
Leading providers of geotechnical services and testing for construction, defence and mining industries, we have NATA accredited laboratories in Darwin, Katherine, Alice Springs, Tennant Creek and Perth.

Knight Health

www.rcconstruction.com.au
Wanneroo, South Perth, Riverton, Mindarie, Ascot, Armadale, Spearwood, Rockingham, Kalgoorlie, Albany
Phone: (08) 9259 0600
Email: info@knighthealth.com.au
Knight Health is a dedicated provider of occupational health and pre employment medical in Perth for a variety of industries and sectors, including construction.

MATES in Construction

www.mates.org.au
Phone: (08) 9463 6664
24/7 Support: 1300 642 111
Email: info@mates.org.au
MATES is an Industry backed, research-based, suicide prevention and support program since 2008, operating in the Construction, Mining and Energy industry.

Melchor

www.melchor.com.au
Unit 1/3 McDonald St W, Osborne Park WA 6017
Phone: (08) 6110 1988
Melchor is an Award Winning WA Mechanical, Electrical, Plumbing, Mechanical, Instrumentation & Civils Contracting Company. Mining, Oil, Gas, & Construction.

Perdon Group

www.perdon.com.au
57 Howson Way, Bibra Lake WA 6163
Phone: (08) 6154 3850
Email: info@perdon.com.au
Perdon, reinforced concrete structures specialists, deliver value driven and dependable outcomes for our clients across Australia.

Rimex

www.rimex.com
31 Redcliffe Rd, Redcliffe WA 6104
Phone: (08) 9358 5466
For over 40 years RIMEX has maintained its status as the leading manufacturer of OTR wheel and rim assemblies for mining and industrial industries.

Techforce Personnel

www.techforce.com.au
Chancery House, Level 6/30 The Esplanade, Perth WA 6000
Phone: (08) 6363 7040
Email: recruitment@techforce.com.au
Techforce Personnel supply recruitment services to the mining, manufacturing, civil, construction, rail and health sectors throughout Australia.

Waringa Distribution

www.waringa.com.au
56 Edward Road, Geraldton WA 6530
Phone: (08) 9960 7164
Email: info@waringa.com.au
Farmers expect excellence from their machinery to get the job done. So do we. We're an agricultural machinery distributor that happen to be owned and run by farmers.



CCF acknowledges our valued partners






ReddiFund
More than Redundancy

ReddiFund celebrates 30 years in the building and construction industry!

ReddiFund has been supporting employers and employees in WA's building and construction since 1989.

Over
\$191 million
paid out in redundancy payments

Over
101,000
redundancy claims processed

Over
\$230 million
received in redundancy contributions


ReddiFund
More than Redundancy

Sponsorship of over
\$2.5 million
to Mates in Construction