

QLD:INSIGHT



CIVIL CONTRACTORS
FEDERATION QLD LTD

SUMMER 2023

The Official Magazine of Civil Contractors Federation Queensland Limited

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COMPULSORY CLOSURE
PERIOD AND EL NIÑO

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FEATURE: POT HOLE
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INDUSTRY**



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QUEENSLAND NATIONAL BOARD REPRESENTATIVE

David Moody - BMD Group (BMD Holdings)

DESIGN

Kit Kreative

QLD:INSIGHT is published for the information of members and the civil contracting and construction industry by Civil Contractors Federation Queensland Limited (CCF QLD):

11 Hi-Tech Court

Eight Mile Plains QLD 4113

P: 1300 CCF QLD

E: admin@ccfqld.com

www.ccfqld.com

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COVER IMAGE

CCF National Earth Award winning projects: Mt Crosby East Bank Water Treatment Plant Upgrade - BMD Group (BMD Holdings) and Pacific Motorway Upgrade Varsity Lakes to Burleigh (VL2B) - Seymour Whyte

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QLD:INSIGHT

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EXECUTIVE COLUMN

On 16 November 2023, the Australian Government released the Strategic Review of the Infrastructure Investment Program ('IIP review'). A few days before that, on 14 November 2023, the Australian Government released the Infrastructure Policy Statement ('IPS'). It is clear that no matter how the federal government spins the outcome of these, Queensland has just lost billions in funding cuts.

The IIP review found that the nine projects in Queensland did not demonstrate merit, lacked any national strategic rationale, and do not meet the Australian Government's national investment priorities. Accordingly, the IIP review determined that the following projects will not receive federal funding:

- ▶ Beenleigh Station commuter car park, Beenleigh
- ▶ Emu Swamp Dam Supporting Infrastructure, Stanthorpe
- ▶ High Road and Easterly Street, Waterford Upgrade
- ▶ Kenmore Roundabout Upgrade
- ▶ Loganlea Station commuter car park, Loganlea
- ▶ Mooloolah River Interchange Upgrade (Packages 1 and 2)
- ▶ New England Highway upgrade, Cabarlah
- ▶ Nicklin Way-Third Avenue Connection, Caloundra
- ▶ Tennant Creek to Townsville Corridor Upgrade - Dingo Park Road Intersection Upgrade.

While Queensland should be satisfied that it wasn't further on the chopping block, as other states were, there are serious implications within the IPS that present challenging long-term issues that risks the sustainability of Queensland's infrastructure pipeline.

The IPS establishes that the default funding regime for the Infrastructure Investment Program ('IIP') will be 50:50 for nationally significant transport infrastructure projects. In order to be considered a nationally significant transport infrastructure project, the project must have at least two of the following characteristics:

- ▶ An Australian Government contribution of at least \$250 million
- ▶ Alignment with Government priorities as articulated in this document
- ▶ Situated on or connected to the National Land Transport Network and/or other key freight routes, such as those identified in the

National Freight and Supply Chain Strategy

- ▶ Supporting other emerging or broader national priorities such as housing, defence, the development of critical mineral resources and Closing the Gap.

This means that the maximum funding for a nationally significant transport infrastructure project is 50% and the gateway to even be considered a nationally significant transport infrastructure project has narrowed to such a degree that could mean that Queensland could see many projects in the future without any federal funding at all.

The question isn't simply what is Queensland going to do now for the projects that have just seen federal funding cuts, the question is how is Queensland going to be funding the future infrastructure of Queensland without more than 50% federal funding or none at all?

Taking the current projects in the Queensland Transport and Roads Investment Program 2023-24 to 2027-28 that have an uneven funding (e.g. 80:20) and making them even (50:50), it shows that those 125 projects would need to supplement \$4.58 billion of federal funding to complete those projects.

We also think about the regions that will be most impacted by this result. QTRIP shows that funding has already been shifting from regional Queensland to South East Queensland. This result could mean that greater amounts of funding will be taken from communities that desperately need the infrastructure in order to supplement projects in SEQ.

It is a bit rich to expect the states to stump up additional funding when they have less ability to increase revenue. It's even more rich to impose migration policies on the states and yet take away key funding for essential infrastructure needed to support a larger population.

The uncertainty since the announcement of the review in May of this year has stalled the rollout of projects to tender and in some



districts, contractors have had to downsize as a result. The Department of Transport and Main Roads ('TMR') will be required to rebalance the program with the available funding, and needs to provide the industry with an updated schedule for tender releases.

While the process needs to happen as quickly as possible to allow the industry to gear up, care must be taken around the timing of tenders as it is critical not to flood the market with new tenders. It is also critical that tenders for Northern Queensland ('NQ') are timed so awards can occur at the end of the wet season as any further delays could push construction into the next wet season. The civil construction industry needs certainty and transparency in the pipeline which will help the construction industry to increase capacity and capability.

The burden is now heavier for Queensland, as it is with other states, as we are now forced to try navigating the future billion-dollar loss to the future infrastructure pipeline. We commend the Queensland Deputy Premier and regional mayors for their advocacy efforts in Canberra during this process which has seen the Sunshine Coast heavy rail extension receive \$160 million in federal funding for the planning of the project and \$1.44 billion in federal funding for the construction of the project.

More than ever we need to maintain development of collaborative planning, design, construction and maintenance of infrastructure. We require innovative policies and solutions that increases productivity and increases the confidence of investors to invest in public infrastructure.



**CIVIL CONTRACTORS
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CIVIL CONSTRUCTION EXCELLENCE RECOGNISED AT CCF NATIONAL EARTH AWARDS

Australia's peak civil construction industry body Civil Contractors Federation Australia ('CCF') is pleased to announce the winners of the 2023 CCF National Earth Awards. This year's finalists and winners were recognised at the awards ceremony held on 10th November in Canberra. Congratulations to the 2023 CCF National Earth Awards winners:

PROJECT VALUE UP TO \$2M

BRIDGEPRO/LATROBE COUNCIL

WARRAWEE SUSPENSION BRIDGE | TASMANIA

PROJECT VALUE BETWEEN \$2M AND \$5M

CIVILCRAFT

E.S. MARKS ATHLETICS FIELD SAFETY UPGRADE
NEW SOUTH WALES

PROJECT VALUE BETWEEN \$5M AND \$10M

ERTECH

ONSLow BOATING PRECINCT STAGE 1A
WESTERN AUSTRALIA

PROJECT VALUE BETWEEN \$10M AND \$30M

MELBOURNE WATER, JOHN HOLLAND-KBR JOINT VENTURE, INTERFLOW AND WELLTECH TOTAL WATER MANAGEMENT

EPSOM MAIN SEWER REHABILITATION | VICTORIA

PROJECT VALUE BETWEEN \$30M AND \$75M

BMD CONSTRUCTIONS

MT CROSBY EAST BANK WATER TREATMENT
PLANT UPGRADE | QUEENSLAND

PROJECT VALUE BETWEEN \$75M AND \$150M

SEYMOUR WHYTE CONSTRUCTIONS PTY LTD

PACIFIC MOTORWAY UPGRADE VARSITY LAKES TO
BURLEIGH (VL2B) | QUEENSLAND

PROJECT VALUE GREATER THAN \$150M

FULTON HOGAN CONSTRUCTION PTY LTD

PRINCES HIGHWAY UPGRADE ALBION PARK RAIL BYPASS
NEW SOUTH WALES



NICHOLAS PROUD APPOINTED AS THE NATIONAL CEO OF THE CIVIL CONTRACTORS FEDERATION

Nicholas Proud has been appointed as National CEO of the Civil Contractors Federation and will commence in the CCF Canberra Office early in the New Year.

CCF National President Mick Boyle said "There has never been a more important time in Australia for Civil Contractors and the Civil Contractors Federation. With that in mind we undertook an extensive recruitment process for this important role and Nicholas was the standout candidate. The National Board and I are really looking forward to working with Nicholas who has a wealth of experience and an impressive track record of strong leadership and effective advocacy in similar roles."

Nicholas Proud said "I have really enjoyed my last 8 years as CEO with PowerHousing Australia, effectively advocating for housing affordability and building great communities. This next dynamic role is focussed on national infrastructure delivery across the transport, water, and energy sectors all of which are so important for communities and affordable housing. I am looking forward to my National CEO role at the Civil Contractors Federation and building on all the great work my State and Territory colleagues are doing around the country to work with government and advocate for our members at a federal level here in Canberra."

Nicholas will commence his new role on Monday 29 January 2024.



**CIVIL CONTRACTORS
FEDERATION**

ADVOCACY, POLICY AND INDUSTRY MATTERS

THE REVIEW OF THE INFRASTRUCTURE INVESTMENT PROGRAM HAS BEEN RELEASED: WHAT HAS CHANGED FOR QUEENSLAND?

The Australian Government has published the **Executive Summary** of the Strategic Review of the Infrastructure Investment Program. From the review, the **project summary changes** revealed the future of federal funding for Queensland.

The following projects will be built:

1. Bargara Road Upgrade, Bundaberg
2. Beams Road Upgrade, Carseldine
3. Beaudesert Beenleigh Road (Beaudesert and Wolffdene)
4. Beenleigh-Beaudesert Road Upgrade, Beenleigh
5. Beerburrum to Nambour Rail Upgrade
6. Bowen Basin Service Link - Walkerston Bypass
7. Brisbane Metro
8. Brisbane Metro - Woolloongabba Station
9. Brisbane Valley Highway Safety Upgrades
10. Bruce Highway – Rockhampton Ring Road – Plan and Preserve Corridor
11. Bushfire Recovery Package
12. Cairns to Northern Territory Border Corridor Upgrade - Burketown-Normanton Road Upgrade
13. Cairns to Northern Territory Border Corridor Upgrade - Ootann Road Upgrade (Mareeba Section)
14. Cairns to Northern Territory Border Corridor Upgrade - Ootann Road Upgrade (Tablelands Section)
15. Capricorn Highway (Rockhampton - Duaringa) Rockhampton to Gracemere Duplication
16. Captain Cook Highway, Cairns CBD to Smithfield, Upgrade
17. Cavendish Road Level Crossing, Coorparoo
18. Commuter Car Park Upgrades - Ferny Grove and Mango Hill
19. Cooktown to Weipa Corridor Upgrade - Cape York Community Access Roads
20. Cooktown to Weipa Corridor Upgrade - Peninsula Developmental Road
21. Coomera Connector Stage 1 (Coomera to Nerang)
22. Currumbin Creek Road-Bienvenue Drive Intersection Upgrade
23. Gladstone Port Access Road Extension
24. Glasshouse Mountain Road (Steve Irwin Way) and Caloundra Street Intersection Upgrade
25. Gold Coast Light Rail - Stage 3
26. Gregory Developmental Road - South of Charter Towers - Widening
27. Gregory Developmental Road (Charters Towers - The Lynd)
28. Gympie Arterial Road (Strathpine Interchange)
29. Henry Road- Dohles Rocks Road Upgrade, Griffin
30. Indooroopilly Roundabout Intersection Upgrade
31. Kuranda Range Road Upgrade
32. Lindum Rail Crossing Upgrade
33. Maryborough-Hervey Bay Road and Pialba-Burrum Heads Road Intersection Upgrade
34. Mooloolaba Access Upgrade
35. Mount Isa to Rockhampton Corridor Upgrade - Yepoon Road Upgrade
36. Mount Isa to Rockhampton Corridor Upgrade - Artillery Road and Greenlake Road Upgrades
37. Mount Isa to Rockhampton Corridor Upgrade - Bonnie Doon Road Upgrade
38. Mount Isa to Rockhampton Corridor Upgrade - Glenroy Road Upgrade
39. Mount Isa to Rockhampton Corridor Upgrade - Winton-Jundah Road Progressive Sealing
40. Mt Lindesay Highway - Johanna Street to South Street
41. Outback Way - Donohue Highway Progressive Sealing Package 3
42. Panorama Drive - Wellington St, Thornlands/Cleveland
43. Peak Downs Highway (Clermont to Nebo) Wuthung Road to Caval Ridge Pavement Widening and Strengthening
44. Phillips Creek Bridge Replacement
45. Quay Street Upgrade, Bundaberg
46. Queensland Beef Corridors
47. Regional Economic Enabling Fund
48. Relocation of Loganlea Station
49. Riverway Drive Stage 2 (Allambie Lane - Dunlop Street)
50. Rockhampton (Bajool – Port Alma Road) Pavement Widening Port Access Road
51. Tennant Creek to Townsville Corridor Upgrade - Dotswood Road Upgrade
52. Torbanlea Pialba Road Upgrade
53. Townsville Eastern Access Rail Corridor - Planning and Preservation
54. Townsville to Roma Corridor Upgrade - Arcadia Valley Road Upgrade
55. Townsville to Roma Corridor Upgrade - Dysart-Clermont Road Upgrade

- 56. Townsville to Roma Corridor Upgrade - Eaglefield Road Upgrade
- 57. Townsville to Roma Corridor Upgrade - Injune Road Upgrade
- 58. Townsville to Roma Corridor Upgrade - Myola Road Upgrade
- 59. Youngs Crossing Road, Lawnton
- 60. Remote Roads Upgrade Pilot Program

The following planning projects will continue as planned:

- 1. Beerburrum to Nambour Duplication Study
- 2. Brisbane Metro - Southbank Transport Study
- 3. Bruce Highway Duplication Strategy
- 4. Centenary Motorway Upgrade
- 5. Coomera Connector Future Stages Business Case
- 6. Gladstone Port Access Road - Stages 2 and 3
- 7. Gympie Road Planning Study
- 8. Ipswich to Springfield Options Analysis
- 9. Ipswich–Springfield Detailed Business Case
- 10. North Brisbane Bruce Highway Western Alternative
- 11. Northern Peninsula Road - Jardine River Crossing Upgrade
- 12. SEQ Growth/ Brisbane Olympic and Paralympic Games 2032 – Business Case Development
- 13. Southern Gateway Strategic Corridor Planning
- 14. Southern Sunshine Coast Roads Improvement Study
- 15. Business Case for Brisbane Inland Rail Intermodal Terminal
- 16. Business Case for Toowoomba to Gladstone Inland Rail connection

- 17. Port of Brisbane Further Planning
- 18. Salisbury to Beaudesert Rail Business Case
- 19. Toowoomba to Brisbane Passenger Rail Business Case

The following projects will proceed through planning, with remaining funding reserved for construction:

- 1. Direct Sunshine Coast Rail Line
- 2. Inland Freight Route (Mungindi to Charters Towers) Upgrades
- 3. M1 Pacific Motorway - Daisy Hill to Logan Motorway
- 4. Cairns Western Arterial Road Duplication
- 5. Caboolture – Bribie Island Road (Hickey Road - King John Creek) Upgrade

The following projects will be built with additional funding:

- 1. Additional Unallocated Road Funding
- 2. Beams Road Open Level Crossing
- 3. Beenleigh Connection Road - City Road Intersection Upgrade, Beenleigh
- 4. Boundary Road level Crossing, Coopers Plains
- 5. Bribie Island Road Upgrade
- 6. Brisbane to the Gold Coast (Kuraby – Beenleigh Faster Rail Upgrade)
- 7. Bruce Highway - Rockhampton Ring Road
- 8. Centenary Bridge Upgrade
- 9. Chambers Flat Road upgrade, Park Ridge
- 10. Charters Towers Industrial Precinct Access
- 11. Klingner Road- Boardman Road Intersection Upgrade, Kippa-Ring
- 12. Loganlea Road Upgrade

- 13. M1 Pacific Motorway - Varsity Lakes to Tugun

- 14. Shute Harbour Road Upgrades

- 15. Urraween/Boundary Road Extension, Hervey Bay

The following projects will not receive funding:

- 1. Beenleigh Station Commuter Car Park, Beenleigh
- 2. Emu Swamp Dam Supporting Infrastructure, Stanthorpe
- 3. High Road and Easterly Street, Waterford Upgrade
- 4. Kenmore Roundabout Upgrade
- 5. Loganlea Station Commuter Car Park, Loganlea
- 6. Mooloolah River Interchange Upgrade (Packages 1 and 2)
- 7. New England Highway Upgrade, Cabarlah
- 8. Nicklin Way-Third Avenue Connection, Caloundra
- 9. Tennant Creek to Townsville Corridor Upgrade - Dingo Park Road Intersection Upgrade

The following road corridors will be established:

- 1. Outback Way
- 2. Bruce Highway South
- 3. Bruce Highway Central
- 4. Bruce Highway North
- 5. Gore Highway
- 6. M1 Pacific Motorway
- 7. Warrego Highway
- 8. Central West
- 9. Cunningham Highway
- 10. Bruce Highway Corridor Safety Package.

SUBMISSIONS

Parliamentary Inquiry into Scrap Metal Theft

The Legislative Assembly agreed for the Transport and Resources Committee ('the Committee') to commence an inquiry into scrap metal theft in Queensland ('the inquiry').

Civil Contractors Federation Queensland ('CCF QLD') was provided the opportunity to present a submission to the Committee about the ways in which scrap metal theft is impacting the civil construction industry in Queensland. CCF QLD conducted a survey and prepared a submission that best represented the views of the industry.

In summary, it was found that:

- ▶ The four largest sources of scrap metal theft based on the survey was copper (67%), vehicle parts (14%), aluminium (14%), and other (5%)
- ▶ The scrap metal market, being both unregulated and easy to access, makes tracking stolen scrap extremely complex
- ▶ On a scale from 1-5 (with 5 being "extremely often" and 1 being "not at all"), the average of all the responses was 3.88 with 68.75% of the answers being between 4-5
- ▶ 81.25% of the industry has indicated that the current prevention strategies are not effective.

The submission noted the following recommendations:

- ▶ Evidence of ownership (such as a signed contract for the work) or requirement to provide trackable identifiers (such as an Australia Business Number) when depositing or disposing of scrap metal
- ▶ Greater regulation on purchasers of scrap metal (such as recording of transactions)
- ▶ Prohibit cash payments for scrap metal
- ▶ Greater deterrence mechanisms (such as penalties) to reduce repeat offenders

- ▶ Require purchasers of scrap metal to be licensed
- ▶ Having one harmonised body to investigate scrap metal theft as right now there are several (e.g. Clients, Energex, and the Electrical Safety Officer)
- ▶ Increased education on the serious consequences of scrap metal theft including health and safety
- ▶ Increased information sharing between the police, the industry, and scrap metal recycling industries to help uncover crime trends and patterns that can assist in the efficient deployment of policing and security resources which can be facilitated through a centralised and anonymous reporting point
- ▶ Promote reporting of crimes in progress as theft can often occur in areas open to the public
- ▶ Increased liability for purchases of scrap metal such as compensation for the loss to the owner of the stolen metal.

Click [here](#) to read the submission.

CCF QLD was then invited to appear as witness on 13 October 2023.

On 24 November 2023, the report of the inquiry was released, and takes on board many of the points that CCF QLD submitted.

Click [here](#) to read the report.

Queensland Budget 2024-25

CCF QLD had the opportunity to make a pre-budget submission on behalf of the industry for the 2024-25 Queensland Government Budget ('the Budget').

In the last budget, Queensland saw a dramatic and unexpected increase in the expected revenue from royalties. This placed us on an optimistic footing as the record-breaking \$89 billion for "The Big Build" could be funded through the revenue, keeping the debt at a sustainable level.

The revenue from these royalties is expected to drop sharply by 14.9% in 2023-2024 as prices begin to moderate to normal levels. Coal has already seen a sharp decline since January 2023 with steady decline from 265.35 USD/T to 123.50 USD/T from January to October 2023.

The projected revenue for 2023-24 is \$82 billion. This includes a modest \$8.9 billion in projected royalties and land rents. It is forecasted that there is going to be a deficit of \$2.182 billion for 2023-24.

The Queensland Government has many long-term factors that need to be considered for the Budget including:

- ▶ 70% renewable energy by 2032 and 80% by 2035
- ▶ Tackling the cost of living crisis and inflation
- ▶ Managing population growth
- ▶ 2032 Brisbane Olympic and Paralympic Games.

In a year where the economic outlook may not be as positive as last year given the unexpected revenue from royalties from last year, it is not as simple to say that the \$89 billion "The Big Build" should be maintained.

The way in which QTRIP operates means that, theoretically, the Queensland Government can still claim to maintain the \$89 billion infrastructure budget. It will only be upon analysis of QTRIP whether this funding has simply been pushed back to later years. It is important that the industry sees a healthy and sustainable QTRIP that is equitable, productive, and collaborative.

The priority for 2032 Games infrastructure should also not detract from the needs of regional Queensland. In a year where the ALP Government is heading towards an election in October, economic decisions in the Budget cannot be determined by politics and vested interests.

FEEDBACK

MRTS62 Bridge Structures

The Department of Transport and Main Roads ('TMR') provided CCF QLD with the opportunity to give feedback on the revision of the MRTS62 Bridge Structures.

CCF QLD presented some valuable feedback relating to the tolerance of headstocks with bearing recesses, tolerance of headstocks with bearing pedestals, and the difficulty of achieving 15mm minimum gap when 20mm or 25mm are being used.

TMR responded that the tolerance for the top level of headstock changed to +/- 5mm and the requirement for "depth of the recess shall be measured from the adjacent finished top surface of the headstock" will be added to Section 9.4.

CCF QLD appreciates the collaboration and consultative way that TMR engages with stakeholders to solve industry matters.

Fire Ants Suppression Taskforce

CCF QLD has been working closely with the Department of Agriculture and Fisheries as part of the National Fire Ant Eradication Program. CCF QLD sits on the Fire Ants Suppression Taskforce ('FAST') to discuss the best ways that the industry can work with the Queensland Government in the eradication of fire ants.

CCF QLD regularly attends meetings with various stakeholders, including the Queensland Government, and has recently reached out to the CCF QLD Environment and Sustainability Committee to obtain relevant discussion points from the industry.

Representatives from DAF have recently attended one of our Committee meetings to discuss this feedback.

CCF QLD will keep the industry up to date with the progression of FAST.

Soil Management Manual

The draft Soil Management Manual ('SMM') provides a best practice manual for the management of soil material. It includes the SMM, the draft MRTS16 Appendix soil forms A-G2 and draft MRTS16 Clause 7.2 Amelioration agents extract. TMR provided CCF QLD with the opportunity to give feedback on them.

Some of the feedback from the Environment and Sustainability Committee included:

- ▶ • The actual implementation of ameliorants as a whole is largely at the mercy of the inspector and their knowledge. This can be difficult to manage for both the administrator and the contractor especially when one party does not have the appropriate knowledge for the works. Will TMR be providing more training to their inspectors in this space?
- ▶ • The documents do not address magnesian soils, it only addresses sodic soils.

TMR took note of a lot of the feedback that CCF QLD provided. They responded that the identification and management of magnesian soils will be added in the Draft SMM. They also responded that Draft SMM and Draft MRTS16 Appendix Soil Forms A-G2 awareness training is planned to be released by June 2024.

CCF QLD again appreciates the collaboration and consultative way that TMR engages with stakeholders to solve industry matters.

THE SUMMER OF EL NIÑO

The El Niño-Southern Oscillation (ENSO) consist of two contrasting phases; El Niña and El Niño.

Over the past years, Queensland has been experiencing neutral (neither El Niño or El Niña) or El Niña phases. The neutral phase has no influence on Australia's usual climate. El Niña is characterised by stronger trade winds that makes the water north of Australia warmer, and El Niño is characterised by weaker trade winds that makes the water north of Australia cooler.

The Bureau of Meteorology ('BOM') issued an El Niño WATCH in March 2023, meaning there would be a 50% chance of an El Niño event. In June 2023, BOM issued an El Niño ALERT which increased the chance to 70%. In September 2023, BOM declared El Niño underway.

What does this mean for the industry?

BOM notes that "[W]hen a positive IOD and El Niño occur together, their drying effect is typically stronger and more widespread across Australia." While it does not necessarily mean that there will not be a wet season in Northern Queensland, it does mean that the wet season may start later than normal. The weather pattern will be different from last year, and the industry should make the necessary changes to protect workers from heat-related illnesses.

Safe Work Australia released the [Managing the risks of working in heat Guidance material](#) in October 2021, including a first-aid fact sheet in Appendix 1.

El Niño is likely to persist until at least the end of February.

Stay safe everyone.

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CCF QLD HOLDS SAFETY SESSION FOR NATIONAL SAFE WORK MONTH

On 16 October 2023, Civil Contractors Federation Queensland Limited ('CCF QLD') hosted an open forum session with Brad Geinitz COH MAIOH from the Office of Industrial Relations ('IOR'). This session created an open, collaborative, and consultative environment for the Queensland Government and the industry to come together to discuss various topics with the industry. Here are some frequently asked questions from that session.

Question: What is the greatest difficulty in managing the risks of working in the heat?

Answer: The greatest difficulty for managing these risks is that the conditions that someone is working in (i.e. the climate around them) is always changing. It can often be difficult to pinpoint when exactly a worker is at risk, or how high exactly that risk may be.

Question: What is the best way to treat someone with a heat-related illness?

Answer: Safe Work Australia has published [guidance material in 2021](#) which outlines the different ways that different heat-related illnesses can be treated from dehydration to heat stroke.

One key consideration is that far too many times companies do not take in account the time it will take for medical help to arrive to the scene when a serious heat-related illness occurs.

Unfortunately, this is the time that is the most crucial for determining whether that worker is going to have serious medical implications (such as brain damage) from the incident. Companies should have a plan in place for what happens "during" the time between calling for help and when it arrives.

Remembering that the most effective way to cool a person's body temperature is by drawing the heat out of the body, rather than cooling down their insides, is a good place to start.

There are very simple ways that can help. Having a wet slurry (even if it is from a nearby esky) and a few towels available can save someone's life or improve their quality-of-life outcome drastically.

When onboarding sub-contractors, make sure they are aware of the risks and they have a plan in place to manage them.

Question: Can PPE help protect from heat-related illnesses?

Answer: The PPE would need to be permeable while still being effective at protecting a person's skin from exposure to harmful ultraviolet radiation (UVA and UVB) from the sun. It is not recommended that people spend extended periods of time in shorts and a t-shirt to avoid heat-related risks. There should be a balance between protecting the outside skin of the person from the sun, and the inside body temperature of the person from the heat.

Question: Are there any people that the industry should be more worried about for heat-related illnesses?

Answer: While it is important for companies to make sure that people with particular medical conditions are looked after, protecting against heat risks needs to be something that everyone is in on.

Question: How has the Regulator been finding the compliance of the industry when it comes to silica?

Answer: Some groups are doing amazing, and others (especially in the residential space) are not.

The quality of the compliance highly depends on the resources of the company. The less resources, the less likely it is that the company will have enough to construct a comprehensive plan for work health and safety.

Workplace Health and Safety Queensland ('WHSQ') is currently trying to have a stronger focus on suppliers/manufacturers, making information more accessible (e.g. app development), and increasing the literacy rates so workers can do their own research/reading about these issues.



Question: What can be done about vector-borne diseases?

Answer: The term “vector-borne disease” means an infection transmitted from blood-feeding arthropods (mosquitos, ticks, and fleas) to humans.

Examples of these can include the Japanese encephalitis, Ross River virus, and Barmah Forest virus.

The best way to protect against vector-borne diseases is to:

- ▶ Reduce the amount of stagnant water
- ▶ Reduce exposed areas of the skin
- ▶ Use insect-repellent.

It should be noted that only one insect-repellent should be used at any one point in time, as using multiple insect-repellents could result in a chemical burn on the skin.

Question: Is the government doing anything for the issue of vector-borne diseases?

Answer: There are surveillance systems and certain control mechanisms in place at the moment.

The use of “light traps” (using dry ice) have been popular among local governments to obtain data about the species type, number of individuals, and activity times. This type of monitoring can be found in local government management plans including, but not limited to, [Burdekin Shire Council](#), [City of Moreton Bay](#), [Livingstone Shire Council](#), and [Banana Shire Council](#).

The Queensland Government also has surveillance systems in place for various mosquito borne diseases.

Question: How has WHSQ been using technology (such as artificial intelligence) to help improve compliance with work health and safety issues?

Answer: WHSQ have been using different consultants that have worked on real-time monitoring, but at this point in time WHSQ has limited resources to start venturing into app development.

SUMMER OF 2023-24: COMPULSORY CLOSURE PERIOD AND EL NIÑO



The Office of Industrial Relations has stated that the compulsory closure period for 2023-2024 will be from 25th of December to 1st of January (inclusive). For the civil construction industry, it is important to have effective and proactive measures to ensure that sites are safe and secure while no one is there.

THE NORMAL – SAFETY AND SECURITY

While construction sites may be without the usual construction workers during this period, this will be a time when more of the general public will be out and about.

Companies should undertake public safety audits of their jobsites to identify, assess, and resolve any risks to public safety. This includes partially completed work that is not secured properly with fences or guard rails.

This can also include dangerous materials and substances that have not been disposed of, stored, or locked away appropriately.

Construction sites that are close to playgrounds, sports fields, or other public areas where children can play need to be extra careful in how the site is left over the closure period to protect the safety of those children.

Unsecure sites are at a higher risk of vandalism, theft, and arson. A security audit should be completed in order to identify, assess, and resolve any security issues prior to the closure commencing. This can include securing the sites through physical barriers (e.g. fences, gates, locks, and signs) and technology (e.g. cameras, and alarm sensors). This can also include protecting any valuable equipment, material and substances during this period, including any scrap metal.

THE NEW – EL NIÑO

The sea surface temperatures are getting warmer, and scientists have identified that El Niño is underway. The industry should prepare for higher-than-normal temperatures and lower than average rainfall. While last year's summer faced rainfall and flooding challenges due to El Niña, this summer will see heatwave and bushfire challenges.

Companies should undertake an environmental safety audit to ensure that the jobsite is cleared from any potential fire hazards. This can include leaf litter, bark, small branches and twigs, dry grass and shrubs. This can also include any material or substances that are flammable.

It is important to remember that no one will be around to make sure that the site remains safe over the closure period. Having a solid plan in place will not only keep the site safe, it will also keep the general public and the environment safe as well.

CCF QLD MEMBER FEATURE: POTHOLE PEOPLE QLD



MUCH MORE THAN JUST POTHOLES

An extensive asphalt services and solutions provider, Pothole People Qld was established in 2000 with the aim to become South East Queensland's best asphalt company. Catering to the asphalt needs of local councils and shires, civil and civic engineering firms, corporate and commercial property managers, business owners, and individuals; Pothole People Qld has carved a niche for tackling asphalt projects often deemed too tricky or fiddly by other providers.

Over its 23 years in operation, Pothole People Qld has positioned itself as the experts in asphalt, gaining a reputation for the highest quality workmanship, customer service and professionalism. Its loyal customer base is a testament to the company's standards of service and commitment to the provision of great asphalt.

EXPERTS IN ASPHALT SERVICES

As its name would suggest, Pothole People Qld started out repairing potholes. 23 years on, and the company is servicing the needs of large-scale construction jobs and commercial properties. A dedicated management team leads the company, each with decades of experience and focused on providing the best in asphalt to every client. Company Director, Greg Quince, took over the business in 2004, and with General Manager, Adam Pinkerton, set to establish the company as a front runner in high quality asphalt solutions. With several backyard operations in the industry, Pothole People Qld were keen to set themselves apart.

Employing the highest qualified and most experienced asphalt experts to join the team, the company worked to establish its reputation in the industry and raise the standards clients should expect when commissioning asphalt services.



Morayfield shopping centre car park resurfacing: High-traffic car park resurfacing specialists.

Asphalt services offered:

- ▶ Asphalt advice and industry insight/ experience
- ▶ Design consultation and safe onsite management
- ▶ Minimal public disruption and access limitations during works
- ▶ Roadway and turning area establishment and widening
- ▶ Repair and resurfacing to slip roads, turning lanes and road intersections
- ▶ Redirection of thoroughfares and ramp upgrades
- ▶ Flood restoration and damaged road repairs
- ▶ Car park overlays, resurfacing and maintenance
- ▶ Driveways, potholes, and crack sealing
- ▶ Speed humps, parking bollards, and line marking
- ▶ Tenanted property asphalt surfaces maintenance
- ▶ Culvert repairs and extensions
- ▶ Trenches for plumbing and electrical pipe or cable work.

PROJECT SUCCESSES

- ▶ **Brisbane Markets** – supporting the asphalt requirements of this 70-hectare site.

Recently, this was the western gatehouse. The job needed to be keyed into the concrete as the slab at the exit lane had sunk, causing issues for exiting trucks and load shifts with the uneven surface. Bi-Tac tape, a bituminous membrane that helps to stop movement between concrete joints, was applied. The area was overlayed and compacted with high-strength asphalt, and asphalt joint tape was applied to help stop water egress. The project included traffic control planning and regular communication with Brisbane Market shareholders. This was completed in less than a day to minimise traffic delay impact.

- ▶ **Darra BMX track** – 1,645m² size BMX track with 120 tonnes of asphalt hand-placed using wheelbarrows over four days.

Due to the angles of the berms, plate compactors on ropes and pulleys were used to compact the asphalt on these sloped surfaces. An AMCO prime was applied manually to the surface as a spray truck could not be used on the job site.

- **Morayfield shopping centre car park resurfacing** – 500m² of profiling and reinstallation of 100mm of Dg 14mm multigrade asphalt, with comprehensive traffic management.

Profiling used a 2-metre milling machine with all waste asphalt millings recycled for re-purposed new asphalt. Asphalt installation achieved in one layer using a Vogele paving machine. This was completed over one Sunday night with traffic allowed to the newly surfaced area 7am the following day.

- **'Nyrambla' driveway** – 160m² driveway overlay of this stately \$9 million home ahead of sale.

Full surface preparation, machine-laid asphalt using a paver, and heavy rollers used to compact. Proper compaction to ensure air gaps removed and a dense and durable surface was achieved. Machine laid to ensure a consistent thickness, smooth and even surface finish. The results - a high-profile visually appealing asphalt driveway built for longevity.

- **Brisbane city footpaths** – created high quality asphalt footpaths in Brisbane City around a government building. It was completed in several stages to reduce the works impact and to operate around other contractors onsite. The asphalt was hand placed and rolled as the location did not have space for larger machines.



Darra BMX track project: Experts in asphalt



Brisbane Markets: Supporting the asphalt needs of Brisbane Markets' 70-hectare site



'Nyrambla' driveway: Acreage asphalt driveway professionals.

THE FUTURE

Continuous improvement – Pothole People Qld are committed to continuous improvement, both in supporting their team and providing the best in asphalt solutions to their clients. The company is working towards main roads accreditation as well as ISO environment, OH&S and quality certification.

Investment – To provide their clients with the best, Pothole People Qld ensure that they have the best people, equipment, and service. The company will continue its investment in their staff and equipment. It has retained some of the most experienced and qualified staff in the industry with all their Senior Supervisors having experience that spans more than 20 years. The company has an extensive range of top-of-the-line equipment and regularly invests in the latest in innovative equipment to enhance the efficiency, quality, and finish of their asphalt solutions, while creating less impact on client's businesses as they work.

Environment – Pothole People Qld are focused on recycling used asphalt where possible, look to invest in low emission equipment, and operate an almost fully electronic office. Working towards ISO environment certification, the company will continue to improve its environmental awareness while maintaining its high standards in asphalt service provision.

Clients and asphalt solutions – Pothole People Qld will continue to strive to be the asphalt company of choice in South East Queensland. Servicing large scale construction and commercial property asphalt requirements, as well as supporting small businesses, property managers and individuals with their asphalt needs. Aiming to be a one-stop-shop in the provision of asphalt solutions, and not shying away from more challenging asphalt projects.

CONTACT POTHOLE PEOPLE QLD

Phone: 1800 768 465 or 0419 142 785

Email: info@pothole.com.au

Website: www.pothole.com.au

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experience is second to none.

DO YOU HAVE THE RIGHT DEFIBRILLATOR?

WHY JOB-SITES NEED THE RIGHT DEFIBRILLATOR.



First Aid Accident & Emergency ('FAAE') are an 100% Australian owned emergency management training, defibrillator and equipment supplier. As a CCF QLD partner, we have the right advice to help make the right choice about which defibrillator should be on a particular jobsite.

"Not all Defibrillators are the same. Yes, they all talk to you but how will they go when it counts. Are they tough enough to cut it on an Aussie civil site? When buying a defib, make sure you have the right one for the job" says Scott Whimpey, Director of FAAE.

Here are Scott's tips when considering a defibrillator for a job-site:

1. Buy an automated external defibrillator ('AED') that has a high Ingress Protection ('IP') rating to ensure durability
2. Buy an AED that is easy to use
3. Think about the long-term cost of battery and pad replacement
4. Consider how long the AED will last – is there a warranty? Is it Australian approved?
5. Consider the maintenance checks recommended by the manufacturer
6. Buy an AED that comes with everything – ideally a bundle pack.

Choose the most suitable IP rating for your job site. Every AED has an IP rating. Essentially the higher the IP rating, the more durable the device. Most AED's have a low IP rating which means they cannot handle high heat like in a vehicle and they are not durable enough to work in a dusty environment or have accidental contact with moisture or water. Our HeartSine Defibs have the highest IP rating on the market of IP56 – making them a great choice for civil environments.

Buy an AED that is easy to use. Most AEDs have voice prompts that tell the rescuer what to do, but the better-quality devices like the HeartSine range have voice and visual prompts. This makes the device very easy to use in any environment.

Long term cost of your defibrillator:

Some AEDs are very expensive to run over a long-term period with pads and battery costing upwards of \$600 every 2-4 years. The HeartSine Defibrillators have the lowest on-going cost on the market with pad and battery packs costing as little as \$250 every 4 years.

How long will your defibrillator last and is it Australian approved? Most people don't realise that AED's have set life span. For an AED to be Australian approved, they must be TGA (Therapeutic Goods Administration) approved. Like any medically approved device, there must be an expiry or used before date on the device. Most AED's last between 5 to 8 years and are not covered by the supplier after the end date. This can cause liability issues for the owner of the device if a fault occurs after warranty and be very costly. Our HeartSine Defibrillators have 8 years warranty and we will notify the owner when this is getting close so the device can be turned over. Scotty's Expert Tip: "check how old your defibrillator is so you are not putting your organisation at risk."



Defibrillator Maintenance: All defibrillators must be maintained to ensure warranty is covered and the device is ready to use. All that needs to be done is following the manufacturer's instructions. This does not mean having the device sent away and checked, as the device can simply be checked once a month. All FAAE construction AED bundles come with a monthly check-list to help comply with warranty and ensure the AED is good to go when it counts.

Purchase the right package that includes everything. FAAE, as an industry defib expert, have thought of everything for our customers. We have put together a range of AED Bundles that have everything at the right price. Our bundles are built tough and come with signage, monthly checklist, patient prep packs and the most durable defibrillators in market.

There are options of either a [construction wall cabinet bundle](#) for the site shed or a [grab and go mobile construction bundle in a tough IP65 safe case](#).



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BOOKINGS ARE NOW OPEN FOR THE
2024 CCF QLD EVENTS

23rd February
Presidents' Luncheon

15th March
Women in Civil Cocktail
Event

19th April
Brisbane Golf Day

17th May
State Conference

24th May
Townsville Social Event

28th June
Charity Gala Dinner



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The Pickles team is dedicated to maximising the return on every asset. We have a highly trained team of international valuation experts who have the knowledge, deep experience and tools needed to provide accurate appraisals and specialist advice on how to enhance value. We stand by our valuations, providing sellers the assurance of protection in sale returns. We understand that every situation is different. Our team brings hundreds of years' experience in customising solutions that suit the unique needs of our clients.

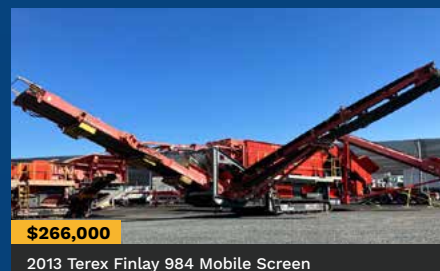
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EMPLOYER OBLIGATIONS UNDER THE PSYCHOSOCIAL HAZARDS CODE OF PRACTICE



As readers have likely seen on the news or observed for themselves, the rise of psychosocial hazards and risks in the workplace has become increasingly prevalent. The Managing the Risk of Psychosocial Hazards at Work Code of Practice 2022 ('the Code of Practice') has been approved, and has been operational under the *Work Health and Safety Act 2011* (Qld) ('the WHS Act') since 1 April 2023. The Code of Practice provides information for a person conducting a business or undertaking ('PCBU') regarding the controlling, managing and reducing the risks of psychosocial hazards.



Psychosocial hazards, as defined in Section 55A of the *Work Health and Safety Regulation 2011* ('the WHS Regulation'), are hazards that arise from, or relate to, the design or management of work, a work environment, plant at a workplace, or workplace interactions and behaviours, and which may cause psychological harm or injury. Common psychosocial hazards that arise from, or are related to, work may include the following:

- ▶ High or low job demands;
- ▶ Poor support or environmental conditions;
- ▶ Low role clarity;
- ▶ Poor organisational change management or organisational justice;
- ▶ Low reward and recognition;
- ▶ Poor workplace relationships, including interpersonal conflict;
- ▶ Violence and aggression; and/or
- ▶ Bullying and harassment, including sexual harassment.

Under Section 26A of the WHS Act, PCBU's are obligated to either comply with the approved Code of Practice under the WHS Act, or to manage psychosocial hazards in a way that is different to the Code of Practice but provides an equivalent or higher standard of work health and safety than the standard required in the Code of Practice.

A PCBU must ensure, so far as is reasonably practicable, the physical and psychological health and safety of workers either:

- ▶ Engaged or caused to be engaged by the PCBU; or
- ▶ Whose activities in carrying out work are influenced or directed by the PCBU while the workers are at work in the business or undertaking.

Section 18 of the WHS Act defines 'reasonably practicable' as that which is, or was at a particular time, reasonably able to be done to ensure health and safety, taking into account and weighing up all relevant matters including:

- ▶ The likelihood of the hazard or the risk concerned occurring;
- ▶ The degree of harm that might result from the psychosocial hazard or risk;
- ▶ The availability and suitability of ways to eliminate or minimise the risk;
- ▶ What the person concerned knows, or ought reasonably to know, about the hazard or risk, and about the ways of eliminating or minimising the risk; and/or
- ▶ After assessing the extent of the risk and the available ways of eliminating or minimising the risk, then the PCBU can consider the cost associated with available ways of eliminating or minimising the risk, including whether the cost is grossly disproportionate to the risk.



In determining what is reasonably practicable, PCBU's may also need to comply with obligations under other applicable legislation and must take into account interacting legislation as part of their risk management process.

PCBU's must engage in a consultation process with anyone carrying out work in any capacity for their business or undertaking who are, or are likely to be, directly affected by psychosocial hazards. When consulting with these workers in relation to all decision-making surrounding the risks of psychosocial hazards, PCBU's must:

- ▶ Share all relevant information;
- ▶ Give workers, as well as any health and safety representatives, a reasonable opportunity to express their views regarding psychological health and safety issues;
- ▶ Take into account the expressed views of the workers before making decisions on health and safety matters; and
- ▶ Advise workers, as well as any health and safety representatives, of the outcome of consultation.

Consultation methods with workers may include worker surveys, consultative committees, team meetings and/or individual discussions.

The Code of Practice can be satisfied by PCBU's by identifying and assessing psychosocial hazards and risks, controlling the risk of psychosocial hazards, and maintaining and reviewing control measures.

PCBU's should have regard to the following factors that may cause or contribute to psychosocial hazards and risks:

- ▶ The duration, frequency and severity of the exposure of workers and other persons to psychosocial hazards;
- ▶ How the psychosocial hazards may interact or combine;
- ▶ The design of work, including job demands and tasks; and/or
- ▶ Systems of work used, including how work is managed, organised and supported.

PCBU's should engage, so far as reasonably practicable, in the following control measures:

- ▶ Providing and maintaining a work environment without risks to health and safety, including safe systems of work;
- ▶ Implementing a policy on workplace and sexual harassment and a Code of Conduct;
- ▶ Training supervisors and employees about the obligations surrounding workplace and sexual harassment and the Code of Conduct;
- ▶ Training supervisors to identify psychosocial hazards and incidents; and
- ▶ Investigating and mitigating all complaints and incidents, including through the taking of disciplinary action.

Now more than ever, strict compliance with obligations under the Code of Practice, the WHS Act and the WHS Regulation is vital in managing and protecting the psychological health of Australian workers.

Drayton's Workplace Consulting is a CCF QLD partner and complete workplace and HR service with the knowledge and resources to assist companies navigate the latest employment law changes, including the regulations surround psychosocial hazards.

For enquiries, please contact

Drayton's Workplace Consulting
via telephone on (07) 3831 7099 or via
email at admin@draytons.com.au.

CCF QLD COMMITTEE UPDATES

The Civil Contractors Federation Queensland Limited ('CCF QLD') Committees form an important part of the work that CCF QLD does to represent the industry as a whole on specific topics within civil construction. They assist in forming policies, submissions, general feedback, and items to engage a speaker on. Contact us on the details below to get involved.

CCF QLD IR, HR AND DIVERSITY IN CIVIL CONSTRUCTION COMMITTEE

The Committee came together and discussed the following areas:

- ▶ Stretching routines and programs
- ▶ Indigenous and female pre-apprenticeship programs
- ▶ Resignation, wrongful dismissal, walk outs, and terminations
- ▶ 55% retention rate in the civil construction industry
- ▶ Employee Assistance Programs (EAPs)
- ▶ Cross River Rail – government legislation vs federal law
- ▶ Managing the risk of psychosocial hazards at work Code of Practice 2022
- ▶ Wage theft
- ▶ Women in Construction Award vs People in Construction Award
- ▶ Best Practice Industry Conditions ('BPIC') pre-qualification
- ▶ Work from home and the 4-day work week
- ▶ Upcoming International Standard for Environmental, Social, and Governance (ESG)
- ▶ Recruitment of young engineers (barriers, expectations, etc)
- ▶ Portable Long Service Leave Regulation review
- ▶ Zombie agreements
- ▶ Workers compensation.

CCF QLD LOCAL GOVERNMENT COMMITTEE

The Committee met to discuss the following topics:

- ▶ Updates on meetings with councils
- ▶ Coomera Connector and Cross River Rail
- ▶ TMR Collaborative Project
- ▶ Funding

- ▶ The 2032 Brisbane Olympic and Paralympic Games ('2032 Games')
- ▶ Contract terms and risk distribution
- ▶ The Black Spot Program and Disaster Recovery Funding Arrangements
- ▶ Local content
- ▶ The Queensland Transport and Roads Infrastructure Program 2023-24 to 2026-27
- ▶ Transparency of tendering results.

CCF QLD TMR TECHNICAL COMMITTEE/WORKING GROUP

CCF QLD CEO Damian Long joined the Committee to discuss the following areas:

- ▶ BPIC
 - Union activity
 - What does it mean to sign up to BPIC pre-qualification?
 - Does signing up to BPIC mean signing up to a union?
 - Joint ventures
 - Potential issues for industry
- ▶ Procurement and contracts
 - Contract Administrators (CAs)
 - Collaboration
 - Decarbonisation and modification
- ▶ Planning and prioritisation of projects
- ▶ Modified compaction requirements

CCF QLD ENVIRONMENTAL AND SUSTAINABILITY COMMITTEE

The Committee welcomed the following guests from the Department of Environment and Science ('DES'):

- ▶ Tony Bradshaw – Technical Specialist, Technical Support
- ▶ Quinn McDonald – Principal Project Officer, Emerging Contaminants
- ▶ Nathan Sirl – A/Manager, Waste Levy Service

This was an open forum to discuss the following topics:

- ▶ Waste vs clean fill
- ▶ Updates to the Environmental Management Register and Contaminated Land Register
- ▶ Exemptions – landfills
- ▶ DES's long term strategy with assessment and managing Per- and Polyfluorinated Substances ('PFAS') and the National Environmental Management Plan with the lead up to 2032 Games
- ▶ DES's position on products that are being used as binding agents or in treatment of PFAS.

CCF QLD WORK HEALTH AND SAFETY COMMITTEE

The Committee welcomed guest speaker Brad Geinitz COH MAIOH, Chief Advisor (Occupational Health & Hygiene) from Workplace Health and Safety Queensland ('WHSQ') in the Office of Industrial Relations.

Brad discussed the following topics with the Committee along with other guests in attendance:

- ▶ Heat waves
- ▶ Heat stress
- ▶ WHSQ's heat stress calculator
- ▶ Hydration
- ▶ Vector-borne diseases
- ▶ Updates on managing silica dust
- ▶ Health monitoring
- ▶ Noise and Vibration monitoring
- ▶ Regulator audits against exposure levels

NEW-GEN MITSUBISHI TRITON MAJORS ON SAFETY



With an impressive array of active and passive safety systems, the upcoming new-gen Mitsubishi Triton represents a significant step forward for the famous nameplate.

A first for the popular dual-cab utility segment, new-gen Triton's Driver Monitor System uses a steering column-mounted camera to detect driver drowsiness or fatigue. If the system detects a distraction a meter display alerts the driver, while drowsiness and fatigue detection results in both Forward Collision Mitigation and Lane Departure Warning being set to react earlier than normal.

On Forward Collision Mitigation, new-gen Triton enhances the existing system by including not only vehicles, but also cyclists and pedestrians. Junction Assist also detects obstacles at slower vehicle speeds, ensuring occupant safety and protection of those around the vehicle.

Rear Automatic Emergency Braking is included for the first time on a Triton, visually and audibly alerting the driver to rear obstructions. The vehicle can automatically apply brakes to avoid or reduce collision impact.

Further support for safe slow-speed maneuvering is provided by a new-to-Triton Front Cross Traffic Alert, which detects approaching vehicles at intersections and alerts the driver with visual and audio cues. The Rear Cross Traffic Alert similarly detects rear traffic and is particularly useful when reversing out of a driveway or car park. Front and rear parking sensors are also standard.

For automatic models, Adaptive Cruise Control makes its Triton debut. This system uses camera and radar technology to detect the speed of vehicles ahead and adjusts the cruise speed to maintain a safe distance, with multiple settings available to the driver.

Traffic Sign Recognition uses the front camera to identify speed signs, then projecting the current speed limit onto the multi-information display. Where no speed limit is signed, new-gen Triton references its satellite navigation system to display the appropriate speed. If the vehicle exceeds the signposted limit, the driver will be visibly alerted.

Another Triton first, a Tyre Pressure Monitoring System ('TPMS'), supports safe and fuel-efficient driving by displaying the individual tyre pressures on the multi-information display. Befitting new-gen Triton's wide-reaching capability, the TPMS can also be reset to suit prevailing road conditions, for example in sand driving (where tyres are deflated to increase traction).

The Lane Departure Prevention has also been enhanced for new-gen Triton. Not only will the vehicle warn the driver if it is drifting out of its lane, the new system can also monitor lane markings and will gently steer the vehicle back into the lane if it senses unindicated movement out of that lane.

While the active safety technologies deployed for new-gen Triton are on the cutting edge of safety, Mitsubishi engineers have also paid close attention to the vehicle's passive safety attributes while further increasing capability, including an upgraded 3.5-tonne towing capacity, payloads exceeding 1000kg and improved gross axle weight (front: 1500kg, rear 1980kg).*

Structurally, new-gen Triton's ladder frame offers increased strength, with a 65 per cent larger cross section. Torsional rigidity is increased 60 per cent, with a 40 per cent bending resistance increase. This all adds up to a stronger passenger cell for improved impact resistance.

For the first time on Triton, a front-centre airbag is featured. This supports airbags to the driver and front passenger, side, curtain and driver's knee, taking the airbag total to eight.

Finally, multi-projecting headlights offer a wider illumination range and can detect when a vehicle is approaching, automatically adjusting from high to low beam to reduce distraction.

New-Gen Mitsubishi Triton is set to grace Australian showrooms from February 2024.

***Figures relevant to Triton Dual Cab Pickup**



**MITSUBISHI
MOTORS**

Drive your Ambition

NEW-GEN TRITON

COMING SOON



Tougher. Bigger. Better. *Closer.*

New-Gen Mitsubishi Triton is next level tough. Its advanced engineering and ultra tough features redefine the reliability and ruggedness of pick-ups. And thanks to a more spacious cabin, comfortable interior, and 9-inch intuitive infotainment system, your journey or workday will be stress-free wherever you go. Triton's interior is designed for comfort

during long trips, with advanced technology and a thoughtfully crafted living and working space that empowers you to enjoy the ride. The new 7-inch multi-information display puts all the necessary information in front of you, allowing you to easily understand the vehicle's status at a glance. New-gen Triton is coming.



Register interest today

Overseas model shown. Australian specifications may vary.



FLEET
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GENUINE SUPER SERVICE



Industry super fund BUSSQ prides itself on being available to provide face to face service for members where they work.

Since it was founded more than 39 years ago, BUSSQ has firmly believed in providing personal service for workers in the building, civil and construction industry. Despite growing trends towards self-service, BUSSQ has reinforced its commitment to being available for members.

BUSSQ has mobile teams visiting work sites and employers throughout metropolitan and regional Queensland every weekday. The team are available onsite to help members and workers in the industry with their super and the insurance provided within super.



The Fund's financial advice team are also regularly on the road presenting Retire Happy information sessions in person and meeting with members to help them plan to achieve the retirement lifestyle they want.

BUSSQ's Board of Directors and Executive team also make time to visit members onsite with their most recent visits to sites in Townsville and Brisbane.

Connecting with workers onsite helps BUSSQ to keep in touch with members and ensure the Fund understands what members, and workers in the industry, need and want from their super fund.

To receive old fashioned genuine services that everyone values, give **Troy Wolter** from the BUSSQ team a call on **0417 702 822** to hear more about how BUSSQ can help.

BOOK A BUSSQ VISIT AT YOUR WORK SITE

The BUSSQ team can visit your work site to help you and your workmates get your super sorted.

We can speak at a toolbox meeting, site visit or workplace education session and cover topics including:

- ▶ Tips to make the most of your super
- ▶ How to put extra money into super
- ▶ How to roll your super into one fund
- ▶ How to keep the household running if you can't work
- ▶ How to update instructions for what happens to your super and insurance if you were to pass away.

Sessions can be tailored to what your team need and run at a time that suits your workplace, whether that be early in the morning, at lunch time or in the evening.

Our sessions are free and will be of value to everyone at your workplace, whether they're a BUSSQ member or not.

To arrange a visit, call **Troy Wolter** on **0417 702 822**.

This is general information only and does not take into account your personal financial situation or needs. Before acting, review the Product Disclosure Statement (PDS) to ensure you have all the information about the relevant BUSSQ product and consider the appropriateness of the information to your needs or obtain financial advice tailored for your personal circumstances. The PDSs, and Target Market Determinations for BUSSQ products can be found at bussq.com.au. Issued by BUSS (Queensland) Pty Ltd ABN 15 065 081 281 AFSL 237860, Trustee for Building Unions Superannuation Scheme (Queensland) (BUSSQ) ABN 85 571 332 201.

NEW MEMBER PROFILES

CCF QLD is pleased to welcome the following contractors & associates:



CIVLEC PTY LTD T/A GRC CIVIL

GRC Civil is a reputable civil construction company, committed to providing high level construction services to the development, mining, and road construction industry. Our management team brings a wealth of knowledge, experience, and skills, from over 25 years' experience the industry. GRC Civil has an enviable track record for safely delivering professional services and products on time and on budget.

We pride ourselves on our enviable track record for safely delivering projects on time and within budget, with the capability to complete projects ranging in size and scope from local greenfield development works to state funded brownfield projects.

We bring versatility to any project with our crew having demonstrated expertise in bulk and detailed earthworks, stormwater, pavements, traffic signals, lighting, traffic management, concrete works, landscaping, and the most proving service relocations. We are able to construct under challenging traffic and environmental conditions.

Our crew's expertise is supported by in-house engineers and project managers capable of providing traffic management design, environment and sediment control, and register and RPEQ certification.



LD & LJ HILLERY PTY LTD T/AS HILLERY GROUP

Hillery Group is an indigenous family-owned business founded by a local Bowen couple in 1976 who proved that a business could survive and thrive in a small coastal town in Queensland. Today, the business is owned and led by the next generation, Luke Hillery, Chief Executive Officer and Liam Hillery, Director-Operations.

From the beginning, the business's vision was endurance and providing sustainable work to the community. The mission is to continue this legacy into the next generation and beyond, shaping the business with the knowledge of the industry and market trends for this region well into the future.

Hillery Group owns and operates five quarries in the Bowen & Collinsville regions, leases a sand reserve in the Don River, and is the principal contractor for small to major civil and rail projects

The corporate and social responsibility of Hillery Group includes the pursuit of a healthy profit to enable the company to invest positively towards social, cultural, economic, and environmental issues within the region. This is underpinned by the company values which have the spirit of family and community as its drivers.



CONNECT RESOURCES QLD PTY LTD

Founded in 2018, Connect Resources has become a specialist provider of recruitment and labour hire solutions in civil infrastructure, mining, and landscaping. We are operational and have offices in Queensland, New South Wales, and Western Australia. Our team of recruitment consultants have substantial experience working onsite on civil construction projects, local and regional, and on mine sites across Australia. We have worked in global recruitment agencies, engineering and construction companies, major contractors, and subcontractors.

Connect Resources have proven experience in providing quality labour to many large-scale projects including METRONET, The Gateway Project and VVA's first Smart Freeway. These projects were completed by major contractors such as Downer, CPB Contractors, Georgiou, and BMD, all of whom we supply directly to. We are also aligned with multiple civil contractors in subdivision works.

If you are looking for staff, give Niall a call on **0417 590 259** or send an email to niall@connectresources.com.au



Nulla Contracting

NULLA CONTRACTING PTY LTD AS TRUSTEE FOR PM CONTRACTING TRUST

Nulla Contracting was established over 5 years ago. Since then, we have constructed some exciting projects in most of the LGA's within the South East Queensland region.

From conception to now, Nulla Contracting has developed strong relationships with leading sub-contracting companies and suppliers within our industry, which assists Nulla Contracting in the delivering projects, and each project has had many challenges.

Nulla Contracting delivers high quality projects on time with efficient, clean, and safe methods, and within budget. Safety and the environment are also a major focus for Nulla Contracting.

We have the ability to adapt and overcome challenges with positive outcomes and minimal costs to the client.



D&J'S CIVIL CONSTRUCTION PTY LTD

D&J's Civil Construction is a well-established and reputable construction company, renowned for its excellence in the civil engineering and construction industry. Founded in 2015, our company has consistently delivered top-tier services in the field of civil construction, infrastructure development, and project management.

D&J's specialises in a wide range of projects including pipelaying, sewer, water and drainage works, utility installation, and earthworks. With a commitment to quality, safety, and environmental sustainability, we have successfully executed numerous complex projects for both public and private sector clients.

Our company's success can be attributed to our highly skilled and dedicated workforce, state-of-the-art equipment, and a proactive approach to project planning and execution. D&J's Civil Construction is known for completing projects on time and within budget, making us a preferred choice for clients seeking reliability and excellence in the construction industry.



TOP NOTCH CIVIL

TOP NOTCH KERBS PTY LTD T/A TOP NOTCH CIVIL

Top Notch Civil handles bulk earthworks, road and carparks, stormwater, and general civil works.

We bring standards of communication and professionalism which is often lacking in this space. We have a supplier network we're proud of, a problem-solving attitude, service with a smile, and a determination to be on time and on budget.

Experience and quality are keeping us busy with repeat business, which leads us to believe we're on the right track.



10

REALLY GOOD
REASONS TO
INVEST IN A CCF QLD
MEMBERSHIP



CIVIL CONTRACTORS
FEDERATION QLD LTD





1. INDUSTRY TRAINING

You have access to the best industry skills training for you and your staff.

Through our Registered Training Organisation Civil Train QLD (RTO #5708), CCF QLD ensures that our training programs are developed to meet your needs in terms of effectiveness and quality.

We continually review, refine, develop and expand our programs to be at the forefront of training for the civil construction industry – both now and in the future.

PLUS....members receive 10% off training undertaken through Civil Train.



2. EXPERT INDUSTRY ADVICE

You have access to advice and support from experts in a range of specialised areas and topics within the civil construction industry.

These include careers, skill development and training, industrial relations, human resources, legal advice, along with insurance and superannuation services.

CCF QLD Committees are also a great source of information relating to specific topics in the civil construction industry.

These experts are available to assist you - helping to find solutions to many of the everyday issues that arise, which can impact your business.



3. ACCESS TO DISCOUNTS

You have access to a range of discounts and offers from our key industry suppliers.

As the leading membership and representative body for the civil industry, our role is to deliver highly valued services that provide real benefits and value to you on a daily basis. CCF QLD will continue to expand and evolve these exclusive offers over time, to save you money as well as deliver greater value for your membership.



4. SHAPE YOUR INDUSTRY

When we speak with one voice, we are heard; CCF QLD is extremely active as the representative body for the civil construction industry in Queensland.

We work closely with local, state and federal governments to address issues to improve the operating environment for industry.

CCF QLD represents the interests of the civil construction industry. You have the ability through CCF QLD to be the voice of your industry and help construct the future.

Based on Industry sentiment and our analysis, we provide consultation, feedback, positions, and recommendations to policy councils, ministers, government agencies, and other key stakeholders. We work hard to ensure that industry needs are central to all our policies, and that our policies are the forefront of relevant political agendas.



5. BRAND EXPOSURE

CCF QLD provides a platform for you to promote your business and services to the people who need them the most.

We provide a wide range of communication channels for you to promote your business, products and services. These include event sponsorship, our quarterly magazine QLD: INSIGHT, eNews, CCF QLD website, social media posts and the Contractors' and Suppliers' Guide.

Regardless of desired level of industry exposure, we have a solution for you.



6. JOIN A COMMITTEE

CCF QLD continues to establish a range of industry committees focusing on the following topics: Work Health and Safety, Environmental and Sustainability, Local Government, IR, HR and Diversity and CCF QLD - TMR Technical Committee/Working Group.

These committees give a forum for industry specialists to join together with other professionals and discuss issues relating to the civil construction industry.

Being a CCF QLD committee member is a valuable opportunity to collaborate and network with industry colleagues, remain ahead of current events, have your say on important topics and acquire new ideas to apply to your business. Most of all, it is a great way to be a direct participant in advocating industry necessities to government for policy change and to collaborate and formulate policies, position papers and strategies that align with industry values and principles.



7. MEMBER ENGAGEMENT

To ensure you get the most out of your membership. A member of the client services team is available to engage with your organisation in a number of ways.

Membership engagement visits are a chance for CCF QLD to update you on any key issues currently affecting the civil construction industry and also enable you the opportunity to give feedback, or advise us on any concerns you have on industry matters. Project site visits, invite CCF QLD to visit your project site where you can showcase your businesses capabilities, innovations and practices.

Community BBQ's are hosted by CCF QLD at one of your sites in order to raise awareness of a specific topic eg. R U OK? Day, International Men's Day, World Environment Day, Domestic and Family Violence awareness, where you can talk about the topic over a BBQ.

Regional Engagement meetings and Committee meetings are also a great way to engage through industry.



Keep up to date with important industry news and developments that matter to you and your business.

Information is power, so as a vital part of what we do at CCF QLD, we make sure we're always across the industry issues.

You can be confident you will always be kept informed about these important issues through regular updates delivered via eNews, the CCF QLD website, social media, face-to-face engagement and the CCF QLD quarterly magazine QLD: INSIGHT.

9. POLICIES

The CCF QLD Policy Briefs are an essential component of our advocacy work for the industry.

CCF QLD uses these policies (which are regularly updated) to approach ministers, politicians and government entities to advocate for critical necessities – and aspirations - within civil construction in Queensland.

CCF QLD has also published several generic policies for members to adopt, which outline common procedures, policies and legislation that affect the civil construction industry. These policies set standards of behaviour, expectations and ethical conduct within the business, as well as providing accountability and compliance with law.

10. EVENTS AND NETWORKING

Being a member of CCF QLD means you are not just connected to us but connected to the wider civil construction sector and industry.

Throughout the year, CCF QLD holds a number of events across Queensland in areas including Brisbane, the Gold and Sunshine Coast, Mackay, Townsville and Cairns where industry are invited to network with peers. That means you'll receive vital industry updates from the people making decisions for the civil sector... it's a great way to make sure you're always one step ahead.

Industry are also acknowledged for their work and contributions at the annual Excellence in Civil Construction Awards, where we come together to celebrate and recognise achievements by companies and individuals.

What's more - members receive discounted event tickets.



CIVIL CONTRACTORS
FEDERATION QLD LTD

1300 CCF QLD // admin@ccfqld.com // www.ccfqld.com

EVERYTHING STARTS WITH A CIVIL CONTRACTOR...

ON-SITE WITH CCF QLD

Civil Contractors Federation Queensland Limited (CCF QLD) was pleased to visit the site of members recently.

Are you a member who would like to showcase your current projects to our audience? Invite us to your site by contacting:

Leanne Weier, Manager – Client Services
lweier@ccfql.com | 0439 782 087.



**IPSWICH CITY COUNCIL REDBANK PLAINS ROAD UPGRADE
PROJECT STAGE 3 | ALLROADS | allroads.net.au**



**NORTH HARBOUR ESTATE MORAYFIELD | HALL CONTRACTING |
hallcontracting.com.au**



**PILING OPERATION AT CHAMBERS FLAT ROADS - NORRIS CREEK
BRIDGE | SEE CIVIL | seegroup.com.au**



**17 LOT RESIDENTIAL SUBDIVISION AT GILSTON | STRATUM CIVIL |
stratumcivil.com.au**



CIVIL CONTRACTORS
FEDERATION QLD LTD

Hastings Deering

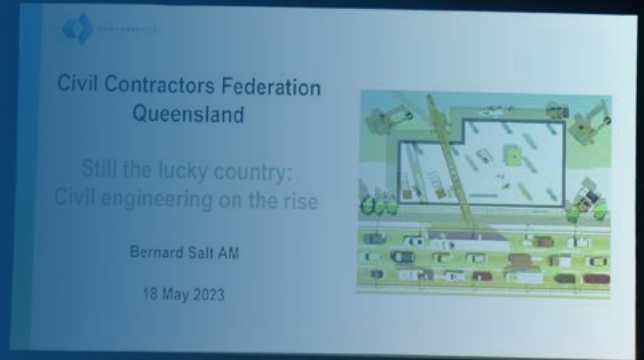


SAVE THE DATE

State Conference

17th May 2024

Boulevard Room & Foyer
Brisbane Convention & Exhibition Centre



YOU ARE INVITED TO ATTEND
THE CCF QLD CHARITY

Gala Dinner

Bringing together the civil construction industry
to celebrate with colleagues and friends.

DATE

Friday 28th June 2024

TIME

6:30pm - 11:00pm

COST

Member Tickets \$220pp | \$2150 per table of 10

Non Member Tickets \$250pp | \$2450 per table of 10

A portion of ticket sales will go directly to MS Queensland.

RSVP

Friday 14th June 2024

[CLICK HERE TO BOOK](#)

PicklesIndustrial



Queensland

ENHANCING BRAND IMAGE IN 2024: THE POWER OF HIGH-QUALITY MARKETING CONTENT

As 2024 approaches, it is crucial for businesses in the civil construction industry to consider a fundamental question: How do they want their company to be perceived? In a highly competitive market, the answer lies in the quality of their marketing content.

Gone are the days when mobile phone videos sufficed for the company's online presence. To make a lasting impact and establish the business as an industry authority, businesses must invest in quality marketing content that includes highly engaging videos and photos showcasing their projects, capabilities, and their dedicated team in action.

QUALITY OVER QUANTITY

High-quality marketing content doesn't just capture the audience's attention; it leaves a positive and lasting impression. In contrast, low quality content often looks cheaply made and can inadvertently tarnish a company's image.

As the old saying goes, "You get what you pay for," and it applies to content creation too. While it might be tempting to hire a friend or freelancer who promises videos for a low cost, it's not worth risking a company's brand reputation. These generic and uninspiring videos won't connect with the specific industry or target audience.

PURE GOLD FILMS: THEIR SOLUTION FOR HIGH-END MARKETING CONTENT

Pure Gold Films is no stranger to the world of corporate video production and photography for the Australian industry. Based in Brisbane, Edwin Davis and his team have been working closely with businesses in the civil construction, rail, engineering, and mining industry sectors for over 16 years.

Their mission is to help companies and contractors enhance their image in the market through high-impact videos and engaging photos that tell a compelling story.

Pure Gold Films' unique insight into business marketing, communications, and the Australian industry enables them to provide customers with the right advice and knowledge of how to create the perfect marketing videos for their specific needs.

THE IMPORTANCE OF PROFESSIONAL EXPERTISE

To create content that resonates with the industry and target market, companies need a professional video producer and photographer who understands their business, corporate messages, and the unique demands of their industry.

This is especially important if they operate in high-risk environments such as mining, rail, and construction. Pure Gold Films knows how to operate safely in these environments, and their team undertakes all filming with required PPE and public liability insurances.

Pure Gold Films also know how to put people at ease in front of the camera. Whether it's executives in the office or the team on-site, their team brings out the best in people, helping them feel relaxed and comfortable in front of the camera.

This leads to genuine, warm, and engaging appearances for company videos.

And it's not just about pretty pictures. The Pure Gold Films expert media team also knows how to communicate corporate messages in a way that gets the right results for businesses.



ESTABLISHING AUTHORITY AND ENHANCING BRAND IMAGE

Companies that invest in high-quality marketing content instantly establish themselves as authorities in their industry. This recognition goes a long way in enhancing a company's brand image in the minds of their target market and decision makers.

It's not just about appearances; it's about winning new work and tenders, recruiting high quality employees, and effectively communicating with their audience. By portraying their business in the best possible light, companies demonstrate their commitment to excellence and attention to detail.

THEIR PATH TO SUCCESS IN 2024

As businesses plan for the year ahead, they should consider how they want their company and brand to look. Do they want their business to stand out from the pack? The right marketing content can be their ticket to success in the coming year and beyond.

If businesses need help enhancing their marketing and communications with high-quality videos and photos, they should get in touch with Pure Gold Films today.

www.puregoldfilms.com.au

BE AWARE OF CHANGES TO END-OF-YEAR SHUTDOWN RULES



Employers and employees need to start planning how their businesses will operate during the end-of-year holiday season.

If an employee continues to work when a business shuts down, they should receive their normal pay. If there is a public holiday during the shutdown, employees should still be given the day off without loss of pay, or they should be paid the public holiday rates under their award or agreement if they work.

Most modern awards allow employers to implement a shutdown period normally over the Christmas/New Year holiday time. In most cases employers required employees to take annual leave whether the employee has sufficient annual leave accrued to cover some or all of the period.

As part of the Fair Work Commission's 4-yearly award review, a decision was made on 22 December 2022 to introduce a model "Direction to take annual leave during shutdown clause" into 78 modern awards effective from 1 May 2023.

This clause will prevent the employer enforcing unpaid leave during the shutdown period where the employee has insufficient annual leave to cover the entire shutdown period unless a written agreement between the employer and employee exists. This means that many employers will now lose the right to direct the employee to take unpaid leave where they have an insufficient annual leave balance to cover the shutdown period.

Also, the employer must now provide:

- ▶ The affected employees with 28 days' written notice of a temporary shutdown period, or any shorter period agreed between the employer and the majority of relevant employees; or
- ▶ Any employee who is engaged after the notice is given, must give be given written notice of a temporary shutdown period if the employee will be affected by that shut-down period as soon as reasonably practicable after the employee is engaged.

WHAT CAN HAPPEN?

While an employer is not able to direct an employee to take unpaid leave during the shutdown period, the following can occur:

- ▶ A period of unpaid leave can be agreed upon in writing between an employer and employee; or
- ▶ An employee can come to an arrangement with their employer to take annual leave in advance of it being accrued (commonly referred to as taking "negative annual leave").

WHAT HAPPENS IF THE EMPLOYEE DOES NOT AGREE TO TAKE UNPAID LEAVE?

Where an employee does not have sufficient accrued annual leave to cover the shutdown period (or part of the shutdown period), and the employee does not agree to take unpaid leave, then the employer is required either to:

- ▶ Provide the employee with work on their ordinary working days and pay the employee at their usual pay rate; or
- ▶ Pay the employee to be absent for those days which is then not counted as leave.

This means that employees who exhaust their annual leave throughout the year, may receive an additional period of paid leave over the shutdown period.

WHAT SHOULD EMPLOYERS DO?

These changes do not prevent employers with annual temporary shut-down periods from directing employees to take paid annual leave (in compliance with requirements of the new provisions in the applicable award).

It is recommended that employers:

- a. Exercise discretion when approving annual leave requests from employees to ensure that all employees will have sufficient annual leave to cover the full duration of any shutdown period; and
- b. Review and amend employment agreements to ensure that they contain a written agreement to take unpaid leave during any shutdown period.



STAND DOWN OR SHUTDOWN?

A shutdown, sometimes referred to as a close down, occurs when an employer's business (or part of the business) temporarily shuts down for a period of time. Shutdowns usually occur during holiday periods such as Christmas/New Year, when there is a decrease in general business activity or at other times when the specific business is not in demand.

The rationale behind the recent decision is that the ability to direct an employee to take leave without pay amounted to standing down an employee without pay. This direction, the Full Bench found, can only be given in accordance with the general stand-down provisions located in section 524(1) of the *Fair Work Act 2009* ('the Act') or in accordance with an enterprise agreement or contract of employment as required by s 524(2).

Stand downs under the Act only applies if there are no relevant rules in an award, agreement or employment contract on stand downs. In this instance, the Act provisions usually apply.

A stand down under the Act is when an employee can't do useful work because:

- a. Equipment breaks down if the employer isn't responsible for it;
- b. Industrial action when it's not organised by the employer; or
- c. Work stops for a reason that the employer can't be held responsible for, such as:
 - o Due to lack of supply;
 - o A natural disaster; or
 - o The business has closed because of an enforceable government direction.

Employers can't stand an employee down just because the business is quiet or there isn't enough work. Employers will still be able to achieve their objectives provided that there is compliance with the new rules.



Jacques Franken

**WORKPLACE WISDOM -
SPECIALIST BUSINESS ADVISOR**

BA LLB

Admitted Attorney
High Court of South Africa

Admitted Attorney
High Court of Kingdom of Lesotho

JP (Qual) QLD

FROM START TO SKILL: THE JOURNEY OF EMPLOYING AN APPRENTICE OR TRAINEE



For businesses seeking to build a skilled and knowledgeable workforce, the decision to engage apprentices or trainees can yield multifaceted benefits.

In Queensland, the government extends support through enticing incentives like wage subsidies. This not only eases the financial burden on businesses but also contributes to upskilling the workforce for proficient engagement in construction projects. Additionally, adherence to training hour requirements on projects exceeding a specified value further provides benefits for businesses with regulatory standards.

While both apprenticeships and traineeships offer pathways to skill development, apprenticeships predominantly centre around trade-based roles. In the apprenticeship framework, mentors possessing the same qualifications or demonstrating competence in the relevant modules are required. The optimal mentor-to-apprentice ratio is generally recognised as 1:1.

On the other hand, traineeships in the construction sector encompass a diverse array of roles. These range from Certificate II in Civil Construction (for site hands and labour-based roles) to Certificate III in Civil Construction (for labour-based roles with specialisations) and Certificate IV in Civil Construction. Typically spanning 1-2 years, traineeships provide a comprehensive learning experience.

To be eligible for apprenticeships or traineeships, individuals can be part-time, full-time, or school-based. Notably, casual employees are ineligible for traineeships in the construction domain.

Employers also hold responsibilities while hosting an apprentice or trainee. These include ensuring the availability of a conducive scope of work, allocating time for training, and accommodating site visits from the Registered Training Organisation, ('RTO'), this underscores the employer's commitment. Supervision requirements must be diligently met to facilitate an optimal learning environment. Importantly, employers must refrain from disadvantaging trainees or apprentices engaged in training initiatives.

Individuals pursuing these qualifications are equally accountable. Adherence to company policies and directives, diligent execution of tasks assigned by direct supervisors, and strict compliance with workplace health and safety directives collectively contribute to a harmonious and successful learning journey.

In essence, the decision to undertake apprenticeships and traineeships in the construction sector not only aligns businesses with government incentives but also builds a skilled workforce, fostering long-term success and sustainability.

The first step in enrolling a trainee or apprentice involves partnering with the Australian Apprenticeship Support Network ('AASN'). This step initiates a thorough process, encompassing:

► Eligibility Evaluation

The AASN conducts an eligibility test on behalf of the employer, examining whether the chosen qualification aligns with available funding opportunities.

► Administrative Efficiency

Taking charge of administrative tasks associated with setting up apprenticeship or traineeship contracts, the AASN facilitates the contract between the employer, trainee, and Queensland Government.

► Guidance

Offering advice and support, the AASN serves as a valuable resource for employers, facilitating discussions on potential wage subsidies with contractors.

Upon the completion of the apprentice or trainee contract by the Apprenticeship Centre, the next critical phase involves submitting this contract to the government body for formal registration.

With the registration completed, the focus shifts to the RTO to facilitate the enrolment process, incorporating strategic planning elements such as:

► Employer Resource Assessment

Conducting an Employer Resource Assessment, the RTO provides detailed insights into supervision requirements and the scope of work, while concurrently formulating a comprehensive training plan.



► Varied Training Approaches

The RTO employs a dynamic blend of training methods, commonly adopting a mixed approach involving online learning and strategically planned site visits. For advanced qualifications like Certificate IV, a self-paced online learning option is made available.

As enrolments finalise and the trainee or apprentice is officially registered, the training phase commences.

The qualifications highlighted in this article emphasise workplace training, fostering a synergy of theoretical understanding and practical application:

► Site Visits for Certificate II and III

Trainers and assessors engage in site visits for Certificate II and III participants, addressing skill gaps, evaluating competency against undertaken units, and collaborating with site supervisors to monitor the student's progress. These site visits are systematically negotiated between the RTO and the employer based on mutually agreed-upon timeframes for completion.

► Blending Theory and Practical for Higher Level Skills

Higher Level Skills students undergo a well-rounded experience, encompassing both theoretical knowledge and practical demonstrations presented to trainers and assessors.

► Quarterly Compliance Procedures

Throughout the qualification duration, compliance paperwork, including reviews of employer resource assessments, training plans, and progress reports, is systematically presented at quarterly intervals. This will be distributed by the RTO.

Upon successfully completing the qualification, the final phase involves collaboration between the RTO and the employer to mutually agree on a completion date, fill out requisite documentation, and forward the documents to the AASN/Department.

This culminates in the formal conclusion of the traineeship or apprenticeship, paving the way for the issuance of a Statement of Attainment to the accomplished student.

CIVIL TRAIN

Civil Train can assist employers in trainee/ apprentice sign-up, offering state-wide qualifications in Civil Construction. Civil Train have scope to deliver Certificate II, III, IV and Diploma level qualifications to contractors across the state. Coordinators from the Civil Train team can assist in the facilitation of the whole process from start to finish. Please Contact **1300 223 753** with any further enquiries.



CIVIL CONTRACTORS
FEDERATION QLD Ltd

CCF QLD Presidents' Luncheon

Friday 23rd February 2024

12pm - 3pm

Queensland Cricketer's Club

[Click Here To Book](#)



CIVIL CONTRACTORS
FEDERATION QLD Ltd



MITSUBISHI
MOTORS

Drive your Ambition

WOMEN IN CIVIL COCKTAIL EVENT

Friday 15th March 2024

6pm - 11:00pm

W Brisbane

[Click Here To Book](#)

MEMBER OFFERS AND DISCOUNTS

Benefits for Work and Play

Over many years, CCF QLD has developed strong offers with organisations designed to provide maximum benefit to members.

CCF QLD membership provides access to exclusive member discounts and special deals on products and services in order to operate a more profitable business.

Our offers are available to support both professional and personal lives. We have carefully selected our partners to achieve this. Selected CCF QLD Associate Members have offered a "member discount" for members to utilise their product/service. We are excited to offer this program to unlock more value in membership.

THE FOLLOWING OFFERS ARE AVAILABLE TO SUPPORT YOUR PROFESSIONAL AND PERSONAL LIVES.

ACCOMMODATION OFFER

Members get free access to Departure Lounge. Departure Lounge offers great discounts of up to 50% off accommodation at selected Peppers, Mantra and BreakFree properties across Australia, New Zealand and Indonesia, available up to 365 days in advance. New deals are released monthly as well as special bonus offers.



Access further details by logging into the CCF QLD member portal.

E – departurelounge@mantragroup.com.au

W – departurelounge.com.au

CORPORATE TRAVEL OFFER

CCF QLD members receive personalised service and assistance from Flight Centre Business Travel to reduce costs of business travel through specifically negotiated corporate rates.

Just quote your CCF QLD Membership number.

P – 07 3199 6856

E – kent.haines@flightcentre.com.au



DEFIBRILLATOR & FIRST AID TRAINING

First Aid Accident & Emergency (FAAE) are passionate defibrillator advocates and are proud to partner with CCF QLD to help raise awareness and improve Sudden Cardiac Arrest survival statistics in the industry. We are a 100% Queensland, family-owned registered training organisation (RTO) specialising in public access defibrillators and first responder training. Our daily focus is helping and educating others to literally save lives!

P – 07 5520 5068

E – sales@firstaidae.com.au

W – www.firstaidae.com.au/ccfqld-partner



Would you like to provide an offer to CCF QLD members? Call **1300 CCF QLD** to discuss joining or upgrading your membership.

HEALTH INSURANCE OFFER

CCF QLD members get a great offer on Medibank Corporate Health Cover.

- > An ongoing 7% discount for members
- > Up to 80% back on extras at any recognised provider, up to \$1500 per person per year~
- > A separate limit on optical items, up to \$300 per person per year, and claim 100% back at any recognised provider~
- > No hospital excess for kids on family memberships#

Access further details by logging into the CCF QLD member portal.

~Waiting periods apply. Some lens coatings excluded.

#Other out of pocket expenses and waiting periods may apply.

**IR, ER & HR SERVICES****10% DISCOUNT ON KAWANNA SALARY SURVEY ANNUAL REPORT**

Kawanna salary is a salary and remuneration benchmarking service for the Construction and Contracting sectors. It has become a helpful tool in determining salary and remuneration outcomes for supervisory, professional and administrative positions in the civil contracting sector. This report will be updated each six months in March/April and September/October each year.

Just quote your CCF QLD Membership number.



P – 07 3831 7099
E – admin@draytons.com.au
W – www.draytons.com.au

HUMAN RESOURCE AND INDUSTRIAL RELATIONS CONSULTING

Drayton's provides advice and assistance for enterprise agreements and contracts of employment tailored for the Civil Construction industry. Drayton's long experience in the Civil Industry provides significant data to support the wage /salary and industrial relations outcomes for CCF QLD members.

Drayton's Workplace Consulting also offer member 15 minutes free advice on any one issue. Simply call them on 07 3831 7099.

Just quote your CCF QLD Membership number.



P – 07 3831 7099
E – admin@draytons.com.au
W – www.draytons.com.au

IR, ER & HR SERVICES**ENTERPRISE AGREEMENT AUDIT**

Complementary offer: A 20 minute discussion and audit on the effectiveness of your business enterprise agreement (EA). Workplace Wisdom's discussion with you is to ascertain how effectively you are using your EA. The audit is to understand best practice clauses and how to set-up for the expiry of your EA.

Workplace Wisdom also offers members 15 minutes of free advice on any one issue.

Just quote your CCF QLD Membership number.



M – 0405 388 794
E – jacques@workplacewisdom.com.au
W – workplacewisdom.com.au

LEGAL



P – (07) 3211 2922 (Brisbane)
P – (07) 5574 0011 (Gold Coast)
W – roselitigation.com.au

CCF QLD contractor members contact Rose Litigation Lawyers for an obligation-free 45-minute consultation. The team at Rose Litigation Lawyers includes Queensland Law Society Accredited Specialists in Commercial Litigation, who have specialist knowledge and expertise in building and construction law. They can give contractor members advice about legal issues relating to building and construction, litigation, adjudication, arbitration, and supply contracts. This gives contractor members the opportunity to discuss their legal issues with a proactive expert, obtain a direct and honest explanation of their rights and options, and take comfort in having a strategy to move forward.

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Reece Cohalan

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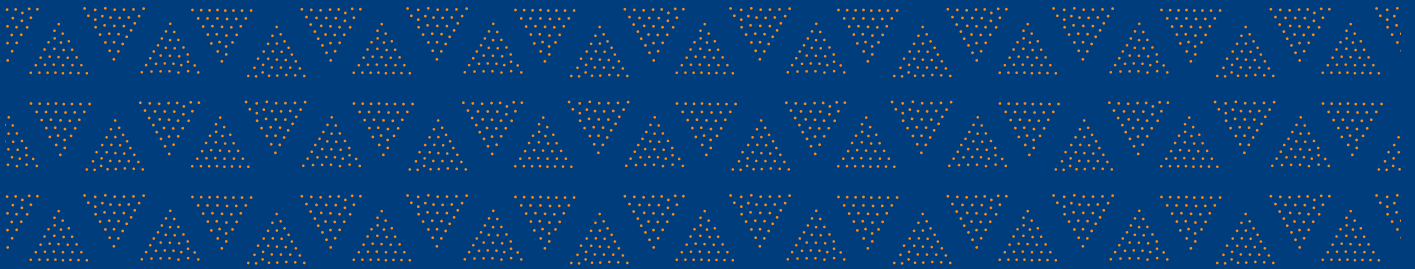
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