

# QLD:INSIGHT



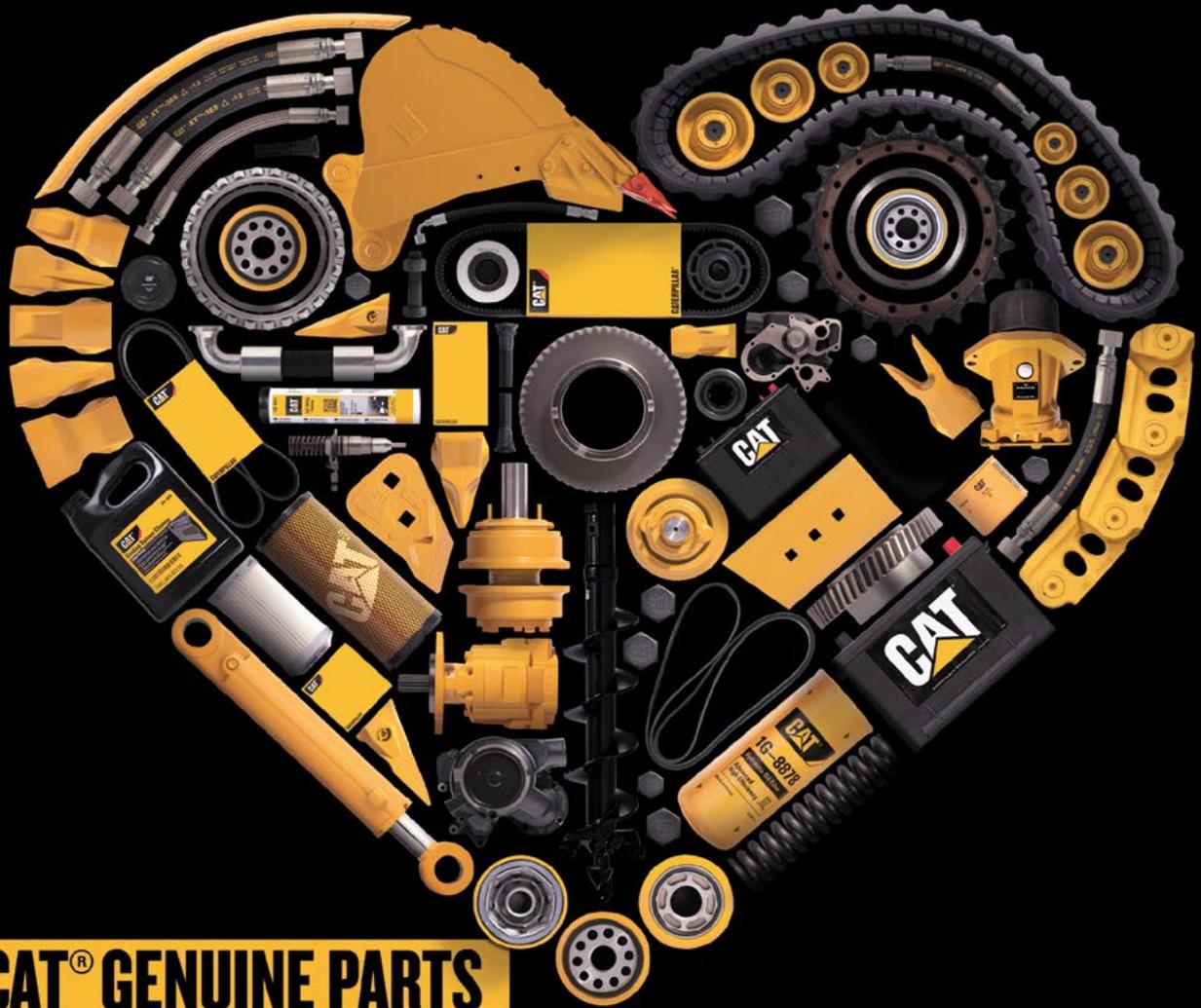
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# QLD:INSIGHT

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# EXECUTIVE COLUMN

How to make six weeks feel like twelve...set a date for a federal election. We have experienced a long campaign describe by others as a Seinfeld campaign. A campaign about nothing. No real vision for Australia. Add a little bit of postering, a few gaffs and some me too and presto we have an elected government. If it wasn't so serious it would be funny.

Labor has won the election and they will have a majority in the lower house. This is a good result compared with a minority government. It is a different story in the Senate with Labor needing the support of the Greens and/or One Nation, Jackie Lambie or David Pocock to pass legislation.

Labor has committed to investing in regional roads and rail and in particular inland rail committing to progressing the business case for an extension to Gladstone. They have also committed to "future proofing" Australia's water resources which will deliver funding for a range of projects associated with the National Water Grid.

In addition, Labor has committed to establishing the Housing Australia's Future Fund which will build social and affordable housing in Australia's regional centres as well as helping first home buyers get into the market.

Finally, Labor has committed to the abolition of the Australian Building and Construction Commission, enshrining in law that people who do the same job get the same pay and increasing wages.

Regardless of who won the election the federal government will be faced with rising inflation, rising interest rates, skills shortages, and an unstable geopolitical stage. Issues such as industrial relations, the cost of living and border security will remain and potentially exacerbate. How it will be managed only time will tell. What is apparent is that regardless of the current rate of inflation, interest rates are still historically low and will remain low regardless of Reserve Bank intervention.

Queensland is committed to delivering the Olympic Games in 2032. There is a massive volume of infrastructure to be planned, designed, funded and delivered to support this event. I suspect the forecast funding allocation will be insufficient. Rising input

costs due to supply shortages, overseas supply and cost constraints, rising fuel and energy prices and the application of the Queensland Government's Best Practice Principles will see project costs significantly increase. In order to deliver on the hosting of the Olympic Games and deliver on its leveraging legacy, more funds than that have been promised will be required.

The Morrison government committed to a 50/50 split in funding and committed some funds in the May 2023 budget.

What can't be ignored is that as time passes the spotlight will shine brighter on the Olympic Games and the performance of those responsible for delivering the infrastructure. Delivery of substandard outcomes will reflect on Australia as a whole and could embarrass us on the world stage.

The timing of the next Queensland State election in 2024 comes mid-way through the second year of the federal government term. The issues which formed the basis of this campaign will remain. Interest rates will be higher and hopefully inflation has stabilised. House prices will fall. Many economists are predicting a fall in house prices of 10% to 15% over the next two years. There could be added stress for some homeowners due to rising interest rates and declining equity. But the fundamentals of relatively low interest rates and high housing demand will support this sector. However, the cost of living issues will remain. At this stage the Albanese Government has not indicated that there are plans to change this. In the Queensland Labor budget funds have been set aside for Olympic Games planning but not for Olympic Games infrastructure. Whilst the Queensland budget spending on infrastructure is solid over the coming years there are no new projects.

The Queensland election campaign will have this backdrop throughout the entire campaign. The issues of today will remain and be potentially worse. I suspect the current



opposition will focus on local issues such as health, integrity, and infrastructure delivery.

Queenslanders will be calling out for a government they can trust with a vision. Not just a vision related to the Olympic games but state making vision beyond future generations. Queenslanders will want to believe that the electioneering rhetoric is real and tangible. It will need to resonate against the backdrop of federal and current state issues.

The progress of the Olympic Games preparation will in part support the notion of the state government's ability to deliver on a vision. Winding back the infrastructure that is required due to funding shortfalls or budget blowouts on other projects and substandard planning will not provide confidence in Queenslanders to deliver into the future.

It will be critical that sufficient funding is made available and that the planning and delivery is well advanced.

Labor will need to get behind the 2032 Olympic Games and commit to the infrastructure needed to deliver a world class event and the infrastructure that the growing population of Queensland deserves.

# CCF NATIONAL UPDATE

## In March 2022 on the final day of the 46th Parliament, a report titled *Government Procurement: A Sovereign Security Imperative* was tabled in Federal Parliament.

The report, produced by the House of Representatives Standing Committee on Infrastructure, Transport and Cities, probably didn't receive the prominence it deserved given the pending election.

It is, however, critical to Australia's economic future.

Government Procurement: A sovereign Security Imperative was almost ten months in the making, received more than 60 submissions and heard from more than 40 organisations, including the Civil Contractors Federation (CCF).

This report is incredibly timely given the allocation of a record level of taxpayer federally funded infrastructure investment of \$120 billion over the next ten years as announced in the 2022/2023 Federal budget.

The thrust of the final report was clear and summed up well by Committee Chair John Alexander OAM when he said in his tabling speech to Parliament:

*"The lack of long-term planning for major infrastructure projects has resulted in a piecemeal, ad hoc, and reactive delivery process which thwarts the development of efficiencies in the construction industry that could be attained if there were a steady pipeline of projects available."*

Mr Alexander's fellow committee member, Luke Gosling hit the nail squarely on the head when he said during the tabling debate:

*"I did want to point to recommendation six, which sees increasing access to Commonwealth funded projects for tier 2 and tier 3 companies and related Australian small and medium enterprises. That's how we will build the capacity of our nation to provide jobs for our own people but also to make sure that more taxpayer funds stay in Australian companies, developing them up through the tiers."*

It is pleasing to note that this report has bipartisan support from both the Labor Party and the Coalition which we hope will lead to real action to address the recommendations contained in the report.

CCF lobbied hard for a report such as this to analyse how we can improve how government infrastructure is undertaken. For example, procurement reform was a centrepiece of our 2021 report *Rebuilding Australia – A Plan for a Civil Infrastructure Led Recovery*.

CCF's submissions to the Committee focused on measures to achieve a more balanced approach to project allocation to the respective tiers which will result in additional benefits to the community including, higher local employment opportunities, increased and upskilled local workforce, higher economic growth in the local community, and improving Australia's sovereign capability

The Committee's recommendations directly address many of the key challenges and opportunities in the procurement of government funded infrastructure, and in many respects, they pick up on a number of recommendations CCF provided the Committee.

In particular, CCF welcomes the Committee's recommendation that states:

*"the Committee sees that increasing the access of tier two and three companies, and related Australian small and medium enterprises, to projects in the Australian infrastructure pipeline as key to enhancing Australia's sovereign industry capacity."*

CCF also welcomes the Committee's recommendation for the Australian Government to: *"...investigate, in consultation with state, territory and local governments, and relevant industry bodies and stakeholders, how to facilitate better planning and coordination of the infrastructure pipeline."*

CCF's supplementary submission to the Committee stressed the need for a formal consultative mechanism involving key civil industry representative bodies, federal and state government infrastructure, and policy agencies.



As acknowledged by the Committee, there would be significant value in establishing a formal mechanism, such as a 'Civil Infrastructure Consultative Forum' to facilitate a two-way dialogue between industry and government on critical civil infrastructure matters such as investment, procurement and enhanced skills development and training.

CCF is therefore pleased that the Committee has embraced CCF's recommendation to improve industry and government collaboration, and we look forward to working with the newly elected Labor Government to put this recommendation into effect.

Whilst it is positive that the report has been tabled, it is hardly a job done. Rather, the hard work starts now.

It is imperative that this report does not gather dust on the shelves like so many others that have come before it on the necessary steps to improve how government funded infrastructure is procured and delivered.

For too long, good intentions have not turned into actions. This includes, for example, reports from government bodies like Infrastructure Australia, as well as numerous reports from industry such as CCF.

CCF calls on all tiers of government to work with industry to progress the Committee's infrastructure procurement reforms which are critical to building a stronger, more sustainable civil construction industry.

# ADVOCACY, POLICY AND INDUSTRY MATTERS

CCF QLD has been engaging with industry members in Cairns, Townsville, Mackay, Brisbane and the Sunshine and Gold Coast regions regarding issues impacting their businesses. Outlined below are the key issues that are trending at present. CCF QLD is working with industry stakeholders and government to advocate for solutions and outcomes to assist sector representatives.

## COST ESCALATIONS

CCF QLD has been working with the Deputy Director-General and Executive Director of Department of State Development, Infrastructure Local Government and Planning to forge a way forward to tackle extraordinary cost increases in local government infrastructure delivery. The outcome was positive and the department will facilitate introductions with relevant personnel to help solve the issue.

The Hon. Steven Miles MP's office responded to our advocacy campaign to inform us that the Queensland Government is monitoring this challenging issue and working collaboratively with industry to implement changes in procurement practices, including contract amendments. Work is also underway on longer-term initiatives and strategies that could further mitigate market capacity challenges, such as increasing the transparency of the public infrastructure pipeline for longer lead times for industry.

### Contracts

Contractors with existing contracts should check their contract to see if it allows for recovery of material costs including fuel. In the interim, call 1300 CCF QLD to find out more. CCF QLD's legal partners will be able to provide advice regarding your current contract. If the contract does not provide for compensation due to rising fuel costs it is recommended that they should approach their client/s and request compensation for the rise and fall of the fuel prices.

Contractors with new contracts need to ensure that they include in their tenders that it does not allow for any increases in the price of fuel. CCF QLD will provide more guidance on this shortly.

## FUEL CRISIS

### Fuel Excise

Earlier this year CCF National called for a reduction in the fuel excise and at the same time called for a commitment to retain the existing levels of infrastructure spending that have been committed in 'forward estimates' to ensure the level of road infrastructure spending is maintained.

The Federal Government responded with a temporary measure, that from 12:01am on 30 March 2022, the excise and excise equivalent customs duty (excise) rates for petrol, diesel and all other fuel and petroleum-based products, except aviation fuels, will be halved for six months. For petrol and diesel, the rates will be reduced from 44.2 cents to 22.1 cents per litre. The halving of fuel excise rates will end at 11:59pm on 28 September 2022.

### Fuel Tax Credits

Fuel tax credits provide businesses with a credit for the fuel tax (excise or customs duty) included in the price of fuel used in: machinery, plant, equipment, heavy vehicles, light vehicles travelling off public roads or on private roads. Fuel tax credits are claimed on Business Activity Statements.

As part of this same campaign, CCF National also called for an increase in the fuel tax credit rate for civil construction companies on all fuel used in the running of the business e.g. machinery, plant, equipment, heavy vehicles, and light vehicles.

Unfortunately, the Federal Government did not address their call and from 30 March 2022 until 28 September 2022, businesses using fuel in heavy vehicles for travelling on public roads will not be able to claim fuel tax credits as the Road User Charge exceeds the excise duty paid.

## WET WEATHER

In light of the recent excessive wet weather, CCF QLD has recognised that the TMR General Conditions of Contract allows for an Extension of Time (EOT), without costs for wet weather. With respect to time, this approach has proven to be reasonable and is administered fairly but it does not cover costs to equitably share the financial burden of wet weather and the subsequent extensions of time and remedial repair costs that would not trigger a contract works claim.

Our recommended approach has been for TMR to include a separate schedule item into the project schedule with the quantity being the number of wet weather days allocated for the project.

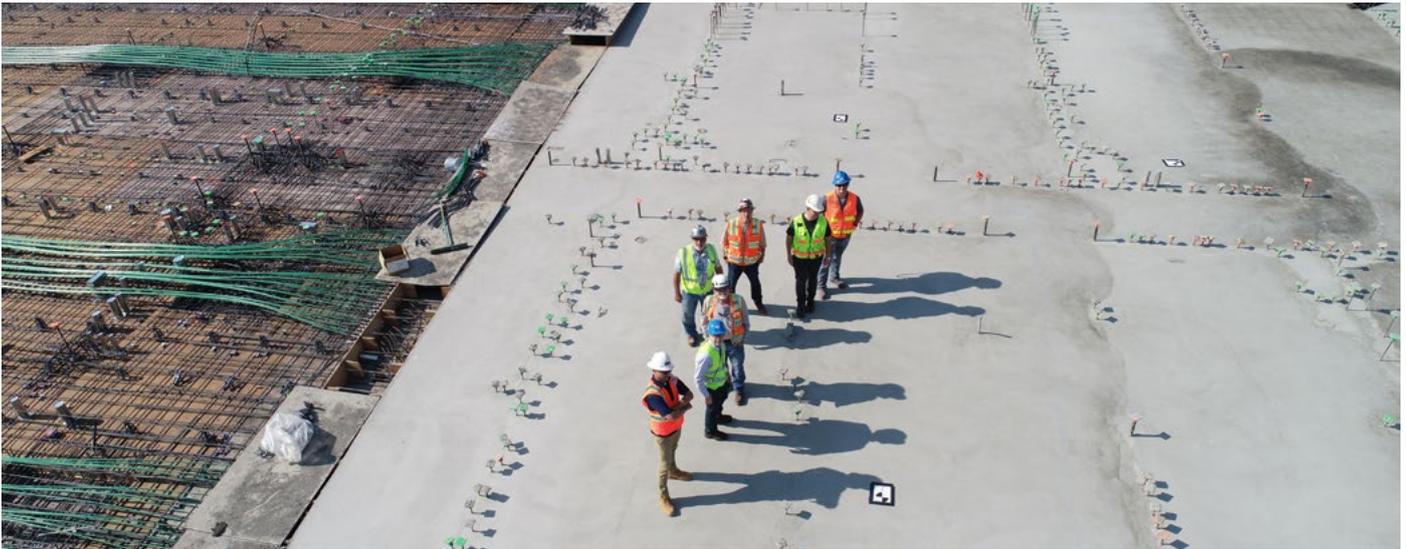
At present, the contractor is required to allow for the cost of wet weather risk in their rates more generally. It is intended that TMR nominate a wet weather period and the number of days in the schedule. The contractor will allocate a day rate and the total cost will extend to the tender price.

This item will be a lump sum and represents the allowance expected to be permitted in the rates generally.

Once the approved EOT for wet weather exceeds the amount nominated by TMR, the contractor will be entitled to compensation at the day rate provided for each additional EOT approved for wet weather.

This achieves three objectives:

1. Draws out of the tendered rates the tenderer's allowance for wet weather providing transparency,
2. Ensures that tenderers have equally considered the allowance for wet weather; and
3. Ensures fairness in rates due to the allowance being assessed in the tendered price.



The inclusion of these mechanisms provides containment of all risk associated with wet weather for both TMR and the contractors and presents a transparent and equitable proposition to both parties. As such, this recommendation aims to provide a fair approach in TMR's management of wet weather risk. In addition, this approach would negate the requirement to run any form of sensitivity analysis.

A fall-back position would be for TMR to allocate a specific number of wet weather days as above. If this period is to be allowed in the rates generally all EOT's beyond this allocation should be compensated at the contractor's nominated day delay rate.

TMR are yet to provide a position on our proposal but we will continue to work collaboratively to find a solution.

## SKILLS SHORTFALL

CCF QLD CEO Damian Long attended the Queensland Workforce Summit - led by Minister for Employment and Small Business and Minister for Training and Skills Development, The Honourable Di Farmer MP in March 2022.

The summit brought together over 350 international and Queensland community, industry and economic experts, all levels of government (federal, state and local), thought leaders and change makers to address current and future workforce challenges and to plan for the future of work in the state. Queensland's strong response to the COVID-19 pandemic has provided the foundation for our economic recovery. Queensland's economy is now 6.3% larger than before the pandemic, growing considerably stronger than the rest of Australia. However, Queensland and the nation as a whole is experiencing one of the tightest labour markets in recent history, with

businesses and employers continuing to face skills and workforce shortages.

The summit focused on ideas and practical solutions that will help us build the workforce that the state needs, both now and in the future. It also considered which actions should be prioritised in designing the Queensland Government's future workforce strategy.

One of the most important outcomes of the summit was the identification of some core guiding principles for the development of that strategy. In particular, it was recognised that solutions to workforce challenges must be:

- Community-centred, industry-led and government-enabled,
- Designed and implemented in partnership, as no single stakeholder can solve these challenges on their own. As such, shared priority, purpose and responsibility between industry, employers, regions, communities and all levels of government (federal, state and local) were considered essential; and
- Flexible and agile enough to adapt to the current and future needs of local communities, employers and employees.

## Six Key Themes

The summit focused on six key themes identified as priorities by industry, small businesses and the education and training sectors during an engagement process that occurred over the 12 months leading into the summit.

### 'Growing Your Own'

While workforce shortages exist across the state, the way that these issues play-out varies across industries and regions. These shortages are occurring against a backdrop of low unemployment, reduced international migration, global demand for skills and talent, and high demand for housing that is particularly acute in regional areas. 'Growing your own' refers to using local workforce

approaches connected to local economic opportunities.

### Shaping Work-Ready Queenslanders Through Improved School-To-Work Experiences

Effective partnerships between schools and industry are essential to ensure students can investigate career options, prepare for the workforce, and identify local work opportunities. For industry, having a connection to schools provides an opportunity to provide clarity on occupations, which generates increased interest from students and supports a better fit with the skills needed in workplaces.

### Maximising Workforce Participation

To address current workforce shortages, every Queenslanders who wants to work needs to be participating fully in the labour market. There is an opportunity to address some long-term challenges, such as gender inequality and high levels of unemployment for groups such as young people and First Nations Queenslanders. We also need to make sure that we are fully utilising the skills that exist within the state, including those gained overseas.

### Attracting and Retaining Staff in the 'New Normal'

COVID-19 has changed the approach to which employees wish to engage with work, the drivers of attraction and retention and how they define 'meaningful work'. The 'new normal' gives us an opportunity to revisit how we respond to workforce trends.

In the current competitive labour market, employers need to re-think their recruitment practices and the ways that they attract and retain staff. We also need to make navigation of the recruitment process easier and bring employers and jobseekers together.

**Skills Development Pathways Aligned to Industry Needs Can Ensure Queensland's Workforce is Ready For Now, and the Future**

Queensland has a strong system of post-school education and training, through our universities and vocational education & training, that is a source of strength. New and higher-level skills and a focus on lifelong learning will be essential to deliver on our future ambitions. Skills development pathways that are aligned to industry needs will ensure Queensland has a workforce for now and the future.

#### **Harnessing Workforce Opportunities in Emerging and Growth Industries for Queensland**

Our traditional and emerging industries, such as renewable energy, new economy minerals, advanced manufacturing, creative and digital services, underpinned by the innovation and skills of Queenslanders, will drive the jobs and skills of the future. Queensland has ample opportunities on the horizon, but our workforce will be key to our success. It is vital that we work together to harness our current and future opportunities and ensure that as many Queenslanders as possible can engage in and benefit from them.

Summit delegates focussed on these key themes and were asked to co-design innovative and practical solutions to ensure we have a ready workforce to support growth, strengthen our communities and keep Queensland at the forefront of new economic opportunities.

CCF QLD understands the importance of attending events such as this summit as we are actively advocating to all levels of governments regarding the significant skills shortage faced by the civil construction sector.

### **BEST PRACTICE INDUSTRY CONDITIONS (BPIC) FOR TRANSPORT CIVIL CONSTRUCTION PROJECTS**

#### **Subcontractors Guidelines**

CCF QLD is working with the Queensland Major Contractors Association (QMCA) and other industry stakeholders to develop guidelines that will help subcontractors understand their

rights and responsibilities, when dealing with projects where BPIC has been implemented. The guidelines will also provide guidance on how to meet the intent of BPIC.

The Queensland Government is committed to maximising benefits for Queenslanders by using procurement to support local jobs and businesses and drive economic, environmental, and social outcomes. This includes ensuring quality, safe workplaces through application of the best practice principles for people engaged on major state government projects.

Ensuring quality, safe workplaces through the highest possible standards of workplace health and safety, engaging appropriate numbers of trainees and apprentices, and best practice industrial relations supports delivery of projects on time and on budget.

CCF QLD is supportive of the Best Practice Principles but is not supportive of Transport BPIC.

#### **Best Practice Principles**

According to the Queensland Procurement Policy, the best practice principles are:

1. Best practice workplace health and safety systems and standards,
2. Best practice commitment to apprentices and trainees, and
3. Best practice industrial relations.

For certain best practice principles projects, when applying the 'Best Practice Industrial Relations' principle, (BPICs) to be applied.

#### **BPICs**

In summary, the BPICs:

- Outline the Queensland Government's expectation for best practice employment conditions for workers performing work on-site on best practice principles projects
- Require contractors to demonstrate a best endeavours process for subcontractors; the extent to which this is demonstrated will be assessed by agencies through the tender process

- Help to ensure that the objectives of the best practice principles are achieved, particularly in relation to best practice industrial relations, to minimise disruption and resulting time and cost implications to major projects.

There are several ethical and legal issues we have strong objections to. These are:

- It is not the state's remit to be involved in industrial relations bargaining.
- Although compliance with BPIC is "aspirational" and is to be implemented by "best endeavours", the assessment of this is subjective. Selection cannot be demonstrated to be objective.
- There is a risk that implementation will put the contractor at odds with the Building and Construction Industry (Improving Productivity) Act (BCIIPA) and the Fair Work Australia (FWA) with regards to freedom of association, coercion, jump up provisions, adverse action, and possible breaches of the Superannuation Guarantees provisions. These breaches could incur penalties such as being banned from tendering for federally funded work.
- Full implementation of BPIC will add significant cost to a project without adding a single job.
- The Transport BPIC is a guidance document and is not mandatory. Applicants and/or tenderers can demonstrate the intent and outcomes of the Transport BPIC in any manner it chooses to nominate throughout the procurement process.
- TMR will give full and reasonable consideration to alternative ways of achieving the Transport BPIC.

TMR contracts provided to date do not breach the law or the Code for the Tendering and Procurement of Building Work 2016 (Code). However, consistent with the Australian Building and Construction Commission's previous advice, contractors must be mindful that some of the clauses within the contracts could pose legal risks if not implemented in a manner consistent with the law.

# \$247 BILLION AUD IN PROJECTS ANNOUNCED IN THE PAST 12 MONTHS



## ARE CIVIL CONTRACTORS PREPARED TO MEET THE DELIVERY CHALLENGE?

According to Infrastructure Australia's Pipeline Report, the last 12 months have seen a phenomenal 93 infrastructure projects announced across Australia and New Zealand. Valued at \$247 Billion AUD, these projects are set to supplement the existing 480 projects already in the works.

Despite this good news, the question remains: how is the civil industry planning on meeting these delivery challenges – particularly with the current skills shortage, record low unemployment, and wages growth factored in? It's becoming evident that having a committed plan to attract, retain and upskill existing staff is fast becoming one of the most important components of any civil contractor's HR plans.

While increasing financial rewards for employees is one solution, when it's implemented across all industries (as it is in the current market) we don't increase the size of the available workforce. Rather, the result is increased costs for the same level of output.

So how can the civil industry become an industry that attracts more works to vastly increase the overall workforce size – and how can we ensure this occurs across all levels of management, leadership, trade and site roles?

The Australian infrastructure sector can only grow if all members of the industry step up to focus on employee development and skilling initiatives. Our industry's approach needs to be multi-faceted; from providing learning pathways for staff, partnering with education providers, streamlining immigration and promoting diversity - with an underlying employee experience that allows our industry to both attract new members, and retain them for the long-term.

By doing this, joining the civil industry becomes more than just getting a new job. It becomes a rewarding career that people aspire to be a part of.

At ICI Australia we are dedicated to furthering the skills, careers, and the status of people in the Australian civil industry. We do this via learning programs, events and tours that are civil specific.

**Want to learn more?**

[View our course guide here](#)

You can subscribe to [the Pipeline Report here](#).

# MEMBER FEATURE: QLD CIVIL ENGINEERING



**QLD Civil Engineering (QCE) have established themselves as one of South-East Queensland's leading utility infrastructure specialists since commencing operations in 2013.**

QCE's civil construction team has extensive experience in utility installation, relocation, and maintenance. The management team, led by Founder Darren Hausknecht, have well over 100 years combined experience in all civil fields including: pipelines, pump stations, roadways, structures, and earthworks. This enables QCE to see the big picture even when their scope of works forms a smaller piece of the puzzle.

Growing from a single crew in 2013 to a workforce of over 30 employees today, QCE continues to deliver successful outcomes for many of Australia's leading construction companies. Some of QCE's previous high-profile projects include the: Gateway Upgrade North (Nudgee – Bracken Ridge), Kingsford Smith Drive Upgrade, Brisbane Airport Link and Northern Busways, Brisbane's Legacy Way, Watland Street to Sports Drive M1 Upgrade, and Eight Mile Plains to Daisy Hill M1 Upgrade.

Core services offered by QCE include:

- New pipeline construction
  - Polyethylene (PE) systems
  - PVC systems
  - Ductile iron (DICT) systems
  - Mild steel (MSCL) systems
  - RCP systems

- Water, sewer and drainage relocations
- Water, sewer and drainage replacements (including replacement of asbestos (AC) mains)
- Pressure and non-pressure pipelines
- Pump station construction, alterations and upgrades
- Valve chambers and assemblies





- Manhole, chamber, pit construction (including PE lining)
- Maintenance, repairs, and upgrades to existing network assets
- Valve and hydrant maintenance
- Live main connections
- Property connections
- Bypass and flow control
- Leak identification
- Testing, chlorination, CCTV inspections and commissioning.

Their core services are supported by general civil works which enable QCE to provide delivery of complete work packages. Whether it be pavements, landscaping, concrete works, retaining walls, fencing or other finishing works; it is all within QCEs capabilities.

Additionally, QCE works closely with Urban Utilities (UU) and their team has been identified as a preferred contractor to perform live connections for UU's External Works (Major Works) division. This includes: water and sewerage relocations and live connections for both reticulation and

trunk infrastructure, working under UU network access permits, flow control plans and shut plans. Similar relationships have been developed with other key South-East Queensland water and waste providers in Logan, Redland City, Sunshine Coast and Gold Coast local government areas.

The QCE team is highly experienced and confident working in a variety of areas including high-density city environments, residential neighbourhoods, new developments, rural landscapes and coastal areas.

While QCE specialises in open trench construction, they also utilise the skills of experienced sub-contractors for boring and directional drilling, allowing them to operate across both traditional and trenchless technologies.

QCE also offer design and construct capabilities through their partnerships with respected UU accredited RPEQs.

### INTEGRATED MANAGEMENT SYSTEM

QCE understands that the importance of safety, environment and quality to their clients is a vital part of delivering successful outcomes. To support this QCE has developed and operates an integrated management system which incorporates Quality, OH&S and Environment Management. Furthermore, QCE has achieved ISO Accreditation to further demonstrate this commitment:

- ISO 9001:2015 Quality
- ISO 45001:2018 OH&S
- ISO 14001:2015 Environmental

### THE FUTURE

QCE have already come a long way in a short time but still believe that the only way is up. By partnering with clients who share their vision and values QCE will continue to grow and be an integral part of South-East Queensland's future.

# ALL GEE'D UP AT THE 2022 CCF QLD CHARITY GALA DINNER



On the 20th of May 2022, representatives from the Queensland civil construction sector gathered together at Cloudland in Brisbane to network and raise much needed funds for LifeFlight Australia. The event was designed to be an informal dinner with plenty of fun and entertainment scheduled, thanks to naming sponsor and Exclusive Annual Partner – Pickles Industrial. Everyone had a fabulous night full of networking, dancing, and laughter.

During the evening the attendees heard from the LifeFlight Australia Chair, The Hon. Robert Borbidge AO about the importance of LifeFlight Australia and how they rely on events such as the CCF QLD Charity Gala Dinner to support their service.

For more than forty years, RACQ LifeFlight Rescue has been Queensland's leading community helicopter rescue service delivering emergency response, critical medical care and hospital airlifts to seriously ill and injured people. Now operating with an advanced fleet of helicopters and air ambulance jets, this vital rescue service provides the people of Queensland with the assurance that emergency medical care is available 24/7, 365 days a year, no matter where people live.

We were lucky enough to have several charity supporters on the night who committed to donating to LifeFlight Australia before even arriving at the event. CCF QLD

would like to sincerely thank them for assisting us in raising our first \$5000 of donations:

- Pickles Industrial
- SGQ
- Georgiou Group
- McIlwain Civil Engineering
- Fulton Hogan Construction
- TFH Hire Services
- Protech Group
- coaXion.

Both live and silent charity auctions were also run by Pickles Industrial during the event, raising a further \$7,100! The following items auctioned off were donated by several of our key partners and sponsors:

- Signed 2021 QLD Maroons State of Origin Jersey – donated by SITECH Construction Systems

- Signed 2022 AFLW Brisbane Lions Jersey donated by Hastings Deering
- Signed 2021 QLD Maroons State of Origin Game 3 Jersey donated by Hastings Deering
- Signed 2022 Queensland Reds Jersey donated by TFH Hire Services.

These auctions allowed us to raise a total of \$12,100 for LifeFlight Australia. CCF QLD is very proud of this result, being the first charity event held in several years.

CCF QLD recognises that this event wouldn't be possible without an incredibly dedicated group of sponsors. CCF QLD would like to sincerely thank:

- Naming sponsor - Pickles Industrial
- Major event supporters - Hastings Deering and Cardio Start
- Photography sponsor - TFH Hire Services
- Entertainment sponsor - PSC Insurance Brokers
- MC sponsor - BUSSQ Building Super
- Welcome drinks sponsor - SITECH Construction Systems
- And finally, our theming sponsor Assignar!



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*Gala Dinner*  
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# TIME FOR A (CARD) CHANGE

The humble business card has been with us since the 17th century, yet have they ever really changed or improved? No. They're still that piece of paper that clogs your pockets, clutters your desk and 88% of the time is in the bin within a week of being given to anyone.

Still, they fill what is meant to be an essential piece of your presence. They are that all important first impression, the piece by which you might be measured and understood. It shouldn't be that we continue forward wasting billions of litres of water to create pieces of paper to just be discarded and forgotten nearly instantly. Let's drive for change and have some fun doing it.

Your next business card is eye catching, feels good in hand, has a QR code, and even an Radio-Frequency Identification (RFID) chip inside it to hold and activate all that important contact information, social media accounts, websites, and a lot more unlocked with just a tap or a scan. These cards work perfectly alongside your other business companion, the smartphone, but better. No apps, no weird software downloads, no tracking. Just sharing info, building connections and making a positive impact. Most uniquely, how many of these cards do you need? One. Yes, one.

That's why MODC. is working alongside Civil Contractors Federation QLD Ltd (CCF QLD) to deliver business card evolution to its members and industry.

As we strive towards net zero, every aspect of business will need to be better understood with the resources used under scrutiny, where better to continue this drive than reducing the dependency on paper business cards by over 90%. Factor in the hassle and angst paper business cards bring otherwise: constant reprints for new positions, change of details, carrying around dozens at the ready only to find the one crumpled card when you needed one. Then, how hard is it to manage the paper ones that pile up on your desks and in your office drawers. Dive into what MODC. is all about and how it can transform how you see and use business cards.

The physical card itself is available in PVC or bamboo, both with incredible durability, water resistant and tear proof. These cards house an RFID chip which is activated via the NFC reader within a smartphone. NFC is: Near Field Communication – the same technology that Apple Pay, Google Pay and Tap & Go use, and is found within all smartphones from 2017 onwards (sometimes even earlier). These chips are encrypted, and password protected by our team based in Eight Mile Plains to ensure the highest of cyber security and data protection.

Each MODC. is custom printed in South-East Queensland, utilising your own design or one created by our in-house designers to suit your branding. This means no colour, image or design impact is out of reach and your MODC. can be as unique to yourself as you would like. Every card has a QR code which, when scanned, displays the card holder's profile and virtual business card (vCard). We create and provide these QR codes, again to ensure the highest level of cyber security and data privacy.

Once the physical card design is approved and the MODC. is printed (allow 7-10 business days), it is ready for activation and profile set-up. This can be handled by our team to streamline setup, so cards are ready 'out of the box', or in as little as 5 minutes. Your MODC. can be activated, profile setup and ready for use. All of that straight from your smartphone. And no, there is absolutely no need to download an app for any part of this process.

Profiles are fully customisable. The cover image, profile picture, name, position titles, websites, social media handles, and other fields can be edited from your smartphone within seconds. Multi-profiles are more than possible to allow for many hats to be worn at any one time. Switching between profiles? We make it possible within seconds on your smartphone – easy as it should be.

Sharing and collecting details. The virtual business card can be controlled and edited to share the details you want to share, when you want to share them. One profile for direct contact details to share with VIPs and prospects, one profile for general contact details for meet and mingles, trade events and the like. Editable and a breeze to swap from one to another. But, what if the person you meet doesn't have their smartphone with them - tap your MODC. to your device and you can readily text your profile to them. And, what if they want to share their details with you but they don't have a MODC. - within seconds they can input their details and share them back to you whilst looking at your profile for instantaneous contact capture.

For larger teams, team dashboards, further profile customisations and greater data insights are readily available to explore and implement. And, if you run events, how will lucky door draws be run without paper cards? Just ask, we've built a fun solution for that also!

Data. All data stored and captured is safely encrypted and kept onshore within Australia under our development and design done in Queensland. The foundations of our technology have been audited, penetration tested and approved by our own Queensland State Government, ensuring the highest levels of cyber security, data protection and privacy to provide peace of mind.

We thank CCF QLD and their members for the support to date, and their mutual enthusiasm to take up this exciting evolution and positive step forward to carbon neutrality. We're also delighted to work alongside CCF QLD in delivering event and exhibition technologies for the 2023 Heavy Equipment and Machinery Show, held in partnership with the 2023 Brisbane Truck Show.

To find out more about MODC. and how they can make your business more sustainable, simply visit their website or contact Nathan Schokker: Phone: **0432 504 801** Email: [nathan@safecompany.com.au](mailto:nathan@safecompany.com.au)

# NEW MEMBER PROFILES



## BRENJO'S EARTHMOVING

**Brenjo's Earthmoving is a professional earthmoving business specialising in:**

- Rail infrastructure works,
- Civil infrastructure works, and
- Residential, rural and commercial infrastructure works.

Regardless of the size of the project Brenjo's Earthmoving are experienced in delivering quality work on time and on budget.

They are committed to the highest standard of service, safety, quality, and value for all their clients.

Their fleet consists of an excellent selection of up-to-date plant and equipment which is regularly maintained to the highest standard to ensure reliable and safe operation.

They have a dedicated, qualified, and experienced team of people working together through their Integrated Management System (IMS), to ensure all aspects of their projects are carried out safely, effectively, efficiently and in an environmentally responsible manner.

They are a family-operated company who value their customers and pride themselves on building and maintaining long-term and lasting working relationships, with a focus on exceeding their customer's expectations.



## IKIN CIVIL

**Established in 2006 Ikin Civil is at the forefront of commercial civil construction in the Cairns and the greater North Queensland region. With over 15 years' experience, their team are reliable, professional, and dedicated to the industry.**

With a focus on commercial projects, they are dependable, skilful, and honourable partners for both small and large-scale civil construction projects. Their experience across a diverse range of projects in the northern region ensures their customers receive the experience and knowledge required to deliver projects on time, on budget and of the highest quality in this challenging environment.

Their modern fleet of machinery is equipped with machine-control technology creating increased on-site productivity including accuracy, efficiency, and safety.

They make it their mission to provide excellence and work of the highest quality in all their services to every client. They're proud to service their clients and to be a leader in the civil construction sector in their region.



**STABILISED  
PAVEMENTS  
OF AUSTRALIA**  
PTY LTD  
STRENGTH • FLEXIBILITY

**STABILISED PAVEMENTS OF AUSTRALIA**

**Established in 1984, Stabilised Pavements of Australia (SPA) are an Australian owned company who is an industry leader and innovator of sustainable and cost-effective pavement and earthworks solutions.**

SPA is focused on providing clients pavement construction, rehabilitation and maintenance solutions that are fast, cost effective and environmentally sustainable. These solutions are based on engineering expertise, innovative technologies and a customer-focused approach to providing sustainable infrastructure.

They are located throughout Australia and their local teams utilise a personable approach to working collaboratively with customers whilst ensuring strong connections to local community.



**ROEBUCK CIVIL PTY LTD**

**Established in 2009, Roebuck Civil specialises in major plumbing (water and sewer), civil construction, government tenders, minor road works, electrical and building projects with skilful staff and management teams.**

Their quality assurance systems are site specific and have been developed over many years of experience. Their company has a vast fleet of earthmoving plant and equipment that allows a diversity of work to be undertaken and an abundance of innovated planning, ideas, and solutions for any project.

They are environmentally conscious, given the sensitive nature surrounding the region, and endeavour to minimize their impact to the environment with every task. Their strong growth is the result of remaining competitive and performing quality work, safely, on time and within budget; reflecting their company's core values.

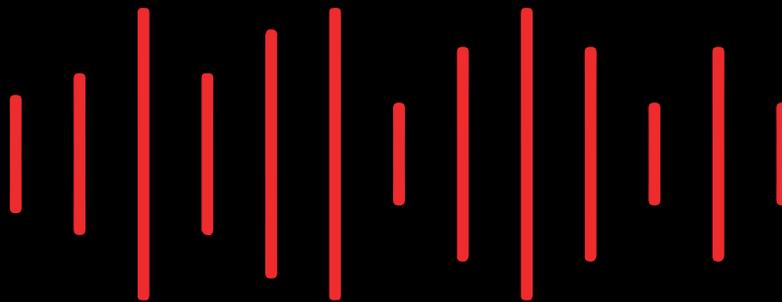
Exceptional functional and technical expertise coupled with extensive industry knowledge makes Roebuck Civil the ideal choice for a company to manage and complete your next project.



Photo courtesy of SMA Infrastructure.

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# IF YOU HAVE YOUR HEALTH, YOU HAVE EVERYTHING!



## 2022 SGQ Health Challenge

Health and wellness. As the old saying goes, if you have your health, you have everything. And while the definition of health differs between us all, the importance of maintaining good health and wellbeing remains consistent. The COVID-19 pandemic significantly impacted individuals' health and wellbeing globally, restricting movement and social interactions, employment, food supply and most notably increasing stress and anxiety due to volatile and rapid changes as governing bodies responded to the disaster. As restrictions lift and life slowly transitions back to a pre-COVID-19 state, the focus can return from survival to regeneration and prosperity.

Mark Goodwin, Managing Director of SGQ, heads a bonded group of staff across the Wide Bay and Sunshine Coast regions. Highly valuing health and wellbeing himself, Mark began noticing signs of declining health among his team as they worked vigorously to complete their roles in the unprecedented challenges of the pandemic. Their strong work ethics and "get it done" attitude remained, however everyday self-care activities began to subside. Kicking into action, Mark enlisted the help of Ricki-Lee Driver, Accredited Practicing Dietitian and advocate of healthy lifestyles and mindset, to develop a health challenge tailored to his team and designed to refocus their attention on their individual health and wellness needs.

The final product was a ten-week program, kicked off by team presentations that included simple and practical tips on diet, movement and mindset. Those who enlisted into the challenge received weekly emails including tips and recipes, expanding their attention on healthy habits. The winner received a \$3500 cash prize, with smaller cash prizes available for second and third place and a random entry draw. Entrants were encouraged to set their own health goals with percentage difference in weight and waist circumference being used as the deciding metric for prizes.

*"When I first heard about Mark's decision to put on the 2022 SGQ Health Challenge, I was excited. I thought this could be the motivation that I need to change my lifestyle and habits. The friendly banter between staff about what we have been doing each week to see improvements was a great motivation especially in the early stages. I was lucky to have a very supportive family and friends who encouraged and pushed me along the way. Seeing the results each week (I was weighing in at home) and noticing the way my clothes were getting looser and how healthy I was feeling was big motivation to keep going."*

Forty percent of the SGQ workforce enrolled into the health challenge, ranging from office staff to blue-collar workers. The average weight lost was 9 kilograms with a 11 centimetres reduction in waist circumference, equating to a 5% difference from starting values. Beyond the qualitative measures, entrants reported achieving personal goals such as re-engaging in sporting teams, exceeding running targets, regular meal preparation, daily mindfulness and reducing alcohol intakes. Entrants engaged in playful banter and provided support to their peers, bringing a lightness into the office and worksites that had previously faded.

*"I have taken away skills and know that I can do this as a full lifestyle change. The biggest thing I found was I changed the way I was eating and the reasons I was eating. It is easy, especially at a desk job, to continually snack – and most times from the chip stand above my desk lol. I also cut back on portion size after listening and seeing what the Dietician told us"*

Prior to the COVID pandemic, two-thirds of Australia's adult population were overweight or obese, contributing to a range of chronic illnesses such as diabetes, heart disease, inflammatory conditions, and early mortality. A modest 5-10% reduction in weight and waist circumference improves metabolic function and reduces the risk of development or progression of these conditions.

Recent data from the 'My Health for Life' initiative, revealed almost half of Queenslanders surveyed in April 2021 reported a weight gain, with 21% reporting a gain greater than 5 kilograms. According to the same research, lockdowns and restrictions have also changed eating behaviours and food choices, with an increased intake of processed and long-life foods, and reduced fruit and vegetable intake.

*"To say I was ecstatic when I got my results is an understatement. Thank you again Mark for putting forward this initiative to the company, it shows what a family-oriented company we a part of."*

Initiatives such as the SGQ 2022 Health Challenge provide a unique opportunity to restore the health and wellbeing of our workforce at a local level. They also allow construction companies the ability to be proactive in common health challenges experienced in male dominated industries such as mental health, suicide prevention and cardiovascular disease. Studies have repeatedly shown direct relationships between improved staff health and wellbeing with foundations of task completion, including productivity, team engagement and workplace injuries. One could say that there has never been a better time to assess the health and wellbeing of those around us.



*Tickets now on sale!*



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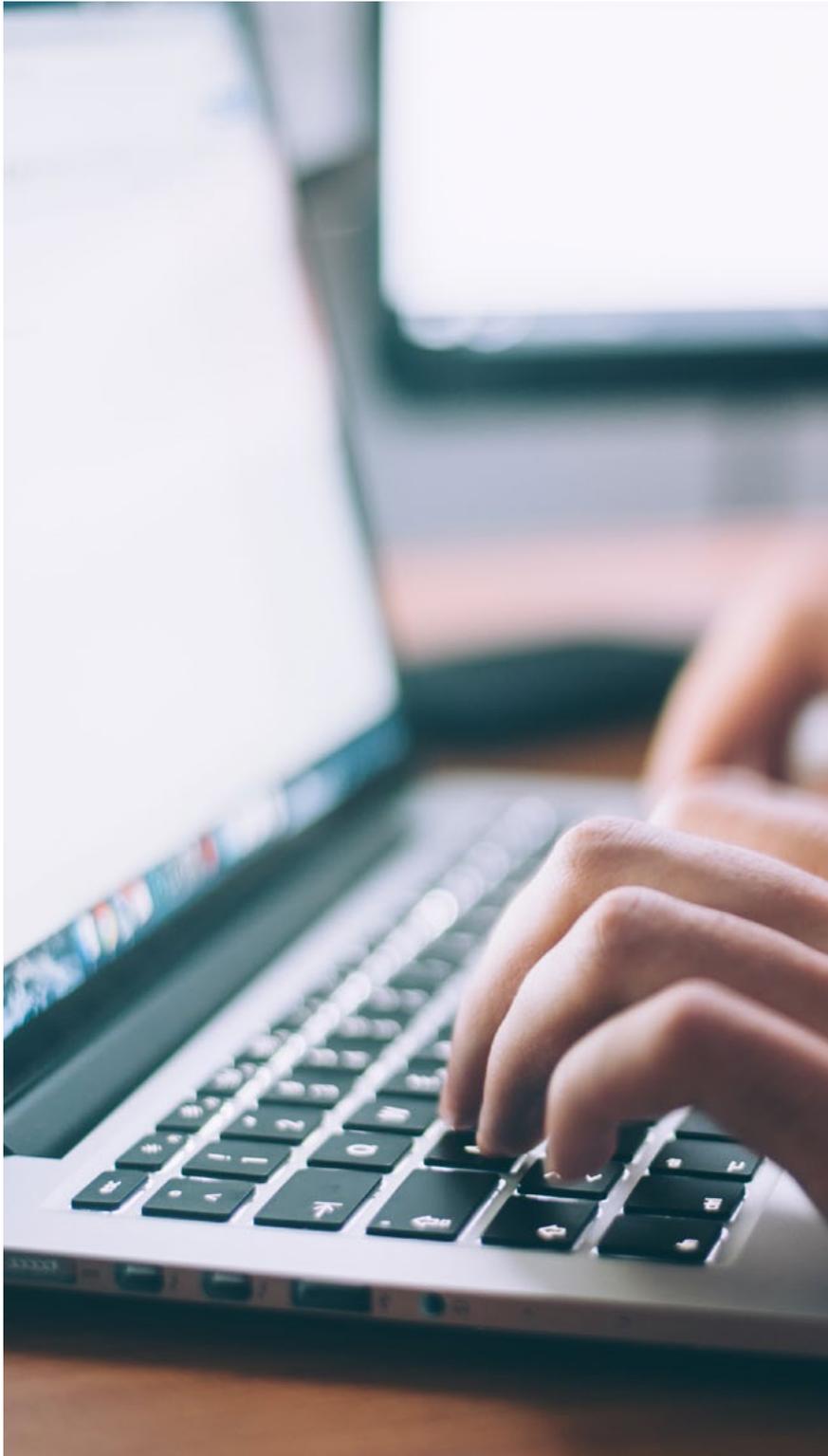
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# OFF- DUTY MISCONDUCT: TO DISCIPLINE OR NOT TO DISCIPLINE



Generally, what an employee does after work hours is of no concern to their employer, who has no right to institute disciplinary proceedings against an employee unless it can be shown by the employer that it has some interest in the conduct of the employee outside the workplace.

There would normally be such an interest where some link exists between the employee's conduct and the employer's business. In the absence of that link, the employee's conduct is likely to be non-work-related conduct, or, as it is sometimes termed, "off-the-job conduct".

It has been accepted that where an employee's misconduct occurs off an employer's premises but impacts on the workplace, the employer is entitled to take disciplinary action against the employee. In these circumstances, the employer must establish that it has a legitimate interest in the matter – for example, the misconduct is disruptive to the employer's business or affects the employer's reputation.

The line between work-related misconduct and non-work-related misconduct can sometimes be blurred. For instance, it may be none of the employer's business when an employee commits a fraud on their home loan application form or vehicle finance application form by inflating their salary. However, if their employee commits similar fraud by altering their payslip, the fraud may impact on the reputation of the employer's business.

The definition of 'Serious Misconduct' taken from the Fair Work Regulations 2009 states that serious misconduct includes both of the following:

- a. Wilful or deliberate behaviour by an employee that is inconsistent with the continuation of the contract of employment;
- b. Conduct that causes serious and imminent risk to:
  - (i) the health or safety of a person; or
  - (ii) the reputation, viability or profitability of the employer's business.

When disciplining an employee for off-duty misconduct, the employer would have to show that the employee's off-duty misconduct is of relevance to the workplace or could impact on the business.

A link between the employee's off-duty misconduct and the employer's business would exist where the employee's conduct has a detrimental or intolerable effect on the efficiency, profitability or reputation of the business. In the case of an employee who is found guilty of, say, drunk driving, it may be difficult to show that such conduct has a negative effect on the business of the employer. However, the situation will be different if the employee concerned holds the position of marketing manager in a company that manufactures alcoholic beverages and promotes responsible drinking.

Where an employee challenges a dismissal for what the employee said or did after hours, the Fair Work Commission (FWC) will decide whether the alleged misconduct provides a valid reason for dismissal. The test is whether the reason for the dismissal is a reason that is sound, defensible or well founded, not capricious, fanciful, spiteful or prejudiced. The FWC will also assess whether the employee was afforded procedural fairness meaning whether the employee had an opportunity to respond to the allegations.

### WHEN WILL OUT-OF-HOURS CONDUCT BE A VALID REASON FOR DISMISSAL?

In the matter of *Rose v Telstra Corporation Limited* it was determined that out-of-hours conduct could only be a valid reason for dismissal if one or more of the following applied:

- the conduct is such that, viewed objectively, is likely to cause serious damage to the relationship between the employer and employee;
- the conduct damaged the employer's interests; or
- the conduct is incompatible with the employee's duty as an employee.

In the digital world and age of electronic media, interesting debates have arisen when applying the above approach to social media comments where employees challenge their dismissal for 'private' social media comment.

In the recent case of *Corry v ACTU*, the FWC upheld the dismissal of an employee for making offensive and discriminatory posts on their personal Facebook account and the employer's internal messaging service. The posts supported an anti-vaccination mandate campaign and violence against the police and were discriminatory against various groups including the LGBTQI+ community.

In considering whether the employee's out-of-hours posts on their personal Facebook account were a valid reason for dismissal, the FWC ruled the posts were likely to cause serious damage to the relationship between the employer and the employee, and to the employer's interests. Further, the conduct was incompatible with the employee's duties to the employer. The conduct breached the employer's policies and constituted serious misconduct, which justified the employee's dismissal.

In a very recent case *Mr Simon Ronchi v Johns Lyng Group* the FWC found that an OHS manager's sacking was unfair despite 'harmful' texts.

The employer was found to have unfairly sacked an OHS manager despite their "serious inappropriate" conduct aimed at causing harm, because it denied him a genuine opportunity to respond to its accusations. The employer summarily dismissed the OHS manager after holding that he had sent two unnerving, anonymous text messages to their manager, breached their contract and neglected their duties. Their manager asked him to remove the "unprofessional and disparaging" post and said that the OHS manager "was openly frustrated with their request to delete the post and did not appear to understand that the comment reflected badly on the business". Soon after, the manager received two anonymous text messages. The first text message implied that the sender and the manager's wife – also employed at the company – were having an affair. The second message read "Hope the move from Braden Brae is going well. I'll b with [the manager's wife] soon xxx".

The Commissioner found JLG had a valid reason for dismissal, but that their behaviour fell short of serious misconduct under Regulation 107 of the Fair Work Regulations. Ultimately, the dismissal was procedurally unfair because the OHS manager was denied the opportunity to properly consider the allegations.

Employees can be dismissed or disciplined for conduct that happens outside work hours if there is deemed to be a sufficient connection to the workplace but remember, be cautious and engage in a disciplined approach.



To access the CCF QLD Industrial and Workplace Relations Advisory Service contact **Jaques via phone: 0405 388 794**.

# CONSTRUCTION AND THE RENEWABLES BOOM



**Like it or not, the world is on board with net zero. Countries that have signed on to net zero now account for over 80% of global CO<sub>2</sub> emissions. Back in 2017, Queensland announced a target of net zero emissions by 2050, with interim goals of a 30% reduction in emissions and 50% renewable energy take-up by 2030.**

As an objective and apolitical industry body, Construction Skills Queensland (CSQ) does not have a view on the 'right' path for Queensland's renewables transition. Our role is simply to observe the direction of travel on the ground so that we can unpack what it means for the construction industry and its workforce.

What we see now is that the renewables transition is clearly no longer a 'what if' conversation – the trend is established and underway. A whopping 20% of Queensland's major construction pipeline is now in renewables-related infrastructure – up from only 5% a few years ago.

It is also clear to us that the transition will not be brief, nor will it be trivial. It represents nothing less than a fundamental economic

change, with significant implications for industries and workers – particularly construction, and especially *civil* construction.

Few places will experience this shift more acutely than Queensland. The sunshine state accounts for nearly a third of Australia's total emissions and has the lowest proportion of renewable power activity. Yet it holds world-leading comparative advantages in renewables. This means Queensland is poised to play an outsized role in the coming renewables transition.

## OUR NEW REPORT UNPACKS IT ALL

CSQ has partnered with CSIRO to understand the full implications of the renewable energy transition for Queensland's construction industry and its workforce.

As a result of this partnership, our *Queensland's Renewable Future* report will be launched in August 2022. All the insights and the data will be available at [csq.org.au](https://csq.org.au).

The report will model the scale of likely investment under three different scenarios. Each scenario corresponds to a different set of assumptions about the timing and composition of Queensland's pipeline of renewable investment, playing out to 2050.

## IT ALL HINGES ON HYDROGEN

While electricity assets (solar and wind) will attract most of Queensland's renewables investment, the modelling shows that green hydrogen will be key to the scale of this investment.

The production of green hydrogen requires massive amounts of electricity – one kilogram of green hydrogen requires around 53kWh of electricity. As a result, 75% of the costs of a green hydrogen facility are in the renewable electricity assets needed to power the plant.

Similarly, three in every four of the construction workers required to build those facilities will be employed not on the hydrogen plant itself, but on the solar and wind farms attached to them.

This means the scale of the overall renewables build-out will hinge on the role of green hydrogen in Queensland's future energy mix. A future with hydrogen will require as much as four times more renewable electricity investment than one focussed on simply replacing fossil-fuelled electricity with renewables-powered electricity.

Just how much green hydrogen Queensland produces will also be determined by Queensland's role as a hydrogen exporter. The domestic demand for green hydrogen will be miniscule compared to the size of our export markets. The overall renewables build-out will therefore be shaped in large part by how much green hydrogen the rest of the world is willing to buy from Queensland.

### HOW BIG COULD THIS BE FOR CONSTRUCTION?

Our modelling shows that Queensland will need to have installed somewhere between 105GW and 192GW of renewables by 2050, depending on the scenario.

To put those figures into perspective, Queensland's current installed capacity of total energy generation is around 16.2GW. At a minimum, then, Queensland's renewable energy generation is expected to expand five-fold over the next few decades. Under the more ambitious scenario, the expansion could be more than ten-times the current capacity.

And because less than a quarter of Queensland's current capacity is renewable, most of that existing 16.2GW will also need to be converted to renewables.

The upshot of these numbers is that Queensland needs to expand its base of renewable power generating assets 27-fold by 2050. That's under the most conservative scenario. The more ambitious scenario would require a 50-fold expansion of renewable power generating assets.

Suffice to say, this build-out will place significant demands on Queensland's construction industry. The exact numbers of investment and employment are laid-out in our forthcoming report. Without giving too much away, think mining boom – but permanent.

### CIVIL SECTOR IS IN THE DRIVER'S SEAT

Renewables projects sit squarely in the wheelhouse of the civil sector. As I noted above, the majority of renewables work is in the building of solar arrays and wind farms. These projects don't employ many carpenters, plumbers, or brickies.

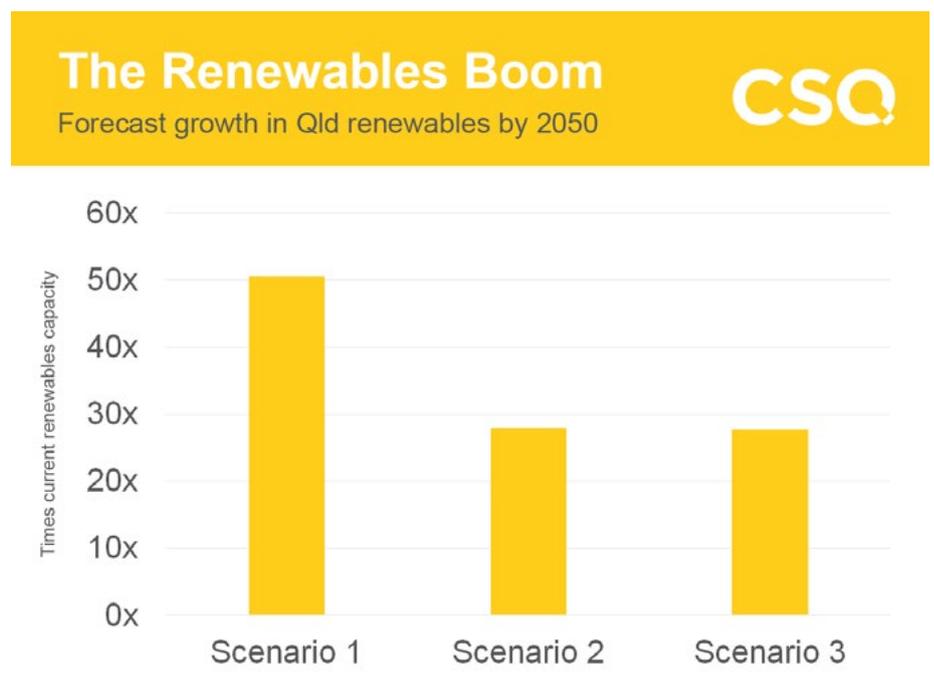
It's all about earthmoving, road building, concreting, and crane operations. There's a healthy share of electrical work in there as well.

Our report reveals the specifics of the types of projects, jobs and skills that will be required to deliver Queensland's renewable energy transition.

This new intelligence will provide a launchpad for the long-term response from governments and will inform discussions with renewable investors, contractors and regional development groups charged with producing place-based workforce development solutions.

The task will be large, as will be the potential opportunities.

*\* Queensland's Renewable Future will be housed on the CSQ Knowledge Centre, which also provides various other unique industry research/data resources: [www.csq.org.au/knowledge-centre](http://www.csq.org.au/knowledge-centre)*



# CIVIL TRAIN'S INTRO 2 CIVIL PROGRAM PROVIDES JOB OPPORTUNITIES TO NEW ENTRANTS

Since December 2021, Civil Train have been delivering the Intro 2 Civil – Traffic Control and Intro 2 Civil – General Civil programs for new starters to industry. Civil Train has been successfully delivering this program throughout areas including: Mackay, Pittsworth, Hervey Bay, Sunshine Coast, Gold Coast, Caboolture, Bundaberg and Brisbane.

## WHAT IS THE INTRO 2 CIVIL PROGRAM?

The Intro 2 Civil program provides skills and experiences to individuals who are new entrants to industry to further build their job readiness and prepare them to transition into a career in construction. The program aims to:

- Expose students to the civil construction industry;
- Provide access to valuable industry-led structured workplace learning; and
- Link job ready candidates with industry employers and relevant job vacancies.

As part of this program the participants undertake a Certificate II in Resources and Infrastructure Work Preparation (RII20120), Prepare to Work Safely in the Construction Industry course (CPCCWHS001), and Control Traffic with Stop-Slow Bat course (RIIWHS205E).

Civil Train delivers the program over 6 days in-class. For those who choose the traffic control stream, the next step is to participate in a 20-hour work placement before completing a final assessment on a live site. By successfully completing the placement and assessment, participants can then finalise their application to become a licenced traffic controller with the Department of Transport and Main Roads.

The general civil stream has been equally as successful with all past completed students having found employment in the industry, within days of finishing their studies with Civil Train.

Below is a testimonial from one of the participants Avau Faafuata who was successfully employed following his completion of the program:

*"I started this course in December 2021. I was able to get a job straight away, with skills that I obtained through the program. I moved up to Brisbane from Melbourne and was stuck at the border. During this time, I lost work opportunities which I had lined up. With the help from the program, I was able to secure a full-time job straight after study. I've been with The*



*Traffic Design Company now for a little over 4 months as a Traffic Controller full time. They are such a good company, very awesome and provide a family orientated environment. I've been given the opportunity to do my TMI License which will help for more work. I had an awesome experience with Civil Train. They were very helpful and straight to the point with their training. I would highly recommend them and the program."*

If you or someone you know would like an opportunity to participate in the program or employ one of our qualified graduates, please contact Civil Train via phone **1300 CCF QLD** or email: [civiltrain@ccfql.com](mailto:civiltrain@ccfql.com).

# PROBUILD: WHAT DOES THE FUTURE HOLD?



On 23 February 2022, despite having collective annual revenue of over \$1.4 billion and approximately 19 active major commercial and public sector projects in varying stages of development in Sydney, Melbourne, Perth, and Brisbane (including the residential tower development located at 443 Queen Street in Brisbane), these 18 companies (“the Probuild Companies”) went into administration owing millions to their more than 2,300 creditors:

Carr Civil Contracting Pty Ltd (formerly WHBO-Carr Pty Ltd), Contexx Holdings Pty Ltd, Contexx Pty Ltd, Monaco Hickey Pty Ltd, Northcoast Holdings Pty Ltd, PCA (Qld) Pty Ltd, Probuild Civil Pty Ltd, Probuild Constructions (Aust) Pty Ltd, Probuild Constructions (NSW) Pty Ltd, ACN 098 866 794 Pty Ltd (formerly Probuild Constructions (NSW) Pty Ltd), Probuild Constructions (Vic) Pty Ltd, Probuild Constructions (WA) Pty Ltd, Probuild Constructions (QLD) Pty Ltd, Prodev Murphy Pty Ltd, Prodev Investments 4 Pty Ltd, WBHO Australia Pty Ltd, WBHO Construction Australia Pty Ltd, and WBHO Infrastructure Pty Ltd (formerly WBHO Civil Pty Ltd). Salvatore Algeri, Jason Tracy, Matthew Donnelly, and David Orr of Deloitte (“the Administrators”) have been appointed as the Probuild Companies’ joint and several Administrators.

On 28 February 2022, David Orr of Deloitte swore an affidavit stating (at paragraph 16(c)) that “the Administrators are, and intend to continue, trading on the businesses of the [Probuild] Companies.” His affidavit also stated (at paragraph 34(c)) that there are “a total of 921 registrations [on the Personal Property Securities Register] against the [Probuild] Companies”, including ... 404 registrations in relation to collateral described as ‘Motor Vehicles’ ... 471 registrations in relation to collateral described as ‘Other Goods’ ... of which 403 are registered as PMSIs ... and ... 34 registrations in relation to security interests securing all present and after acquired property registrations ...”

The entitlements due to their 786 employees (including contingent entitlements) total approximately \$14,437,013. Mr Orr stated in his 28 February 2022 affidavit (at paragraphs 23 and 24) that the “Administrators are continuing to trade the business of the Probuild Companies to conserve its value for sale and/or recapitalisation”, and that he believed “that a sale and/or recapitalisation of the [Probuild] Companies while their businesses continue to operate on a going concern basis is likely to provide the best possible outcome for all stakeholders, including employees and secured and unsecured creditors.”

In a recent Report to Creditors (Report) dated 23 March 2022, which was issued in respect to WBHO Infrastructure Pty Ltd (“WHBOI”) and Carr Civil Contracting Pty Ltd, the Administrators were of the opinion that was in WHBOI’s best interests to resolve and approve a Deed of Company Arrangement (“DOCA”) recently put forward by SRG Global Civil Pty Ltd (“SRG”).

The proposed DOCA effectively provides for the completion of the sale of the WHBOI’s business to SRG. Some of the reasons why the Administrators believed this to be in the company’s best interests including the following:

1. providing the majority of employees with continued employment and where employees have had their employment terminated, an expedited settlement of their outstanding entitlements;
2. a “swift exit of WHBOI from external administration”;

3. SRG paying above fair market value for WHBOI’s plant and equipment and assuming all of its employee liabilities;
4. the establishment of a fund for the benefit of creditors (to facilitate a distribution to unsecured creditors).

Notwithstanding the above, it should be noted that out of all the Probuild Companies, WHBOI’s business accounts for only circa \$37.4 million owing to trade creditors (at page 27 of the Report); likely to be a small fraction of the total trade creditors affected by the group’s collapse (which are yet to be fully quantified). This begs the question as to what is to become of the other 17 companies, their associated active projects on foot, and their trade creditors. Whilst the Administrators have indicated their intention to sell and/or recapitalise the businesses of the Probuild Companies for the benefit of their stakeholders, little has been disclosed as to how this will be achieved globally.

In the current building and construction landscape, more and more are we seeing significant head contractors fall into financial distress, leading to, for example: the appointment of administrators to take control and assess the viability of the company’s business; or, if the company is insolvent and the business cannot be restructured to provide the best outcome for its stakeholders, the company being placed directly into liquidation. In either event, the ultimate flow-on effect of head contractors taking advantage of corporate insolvency laws is that it will undoubtedly wreak havoc on the subcontractor industry. If subcontractors cannot ensure that they are paid promptly for their work done, they too may suffer the same fate.

However, that is not to say that all is lost in such circumstances, in that avenues may still be available to seek the prompt recovery of amounts owing for work completed. If you have been affected and wish to seek advice regarding your unpaid progress payments, call [Rose Litigation Lawyers](#) on (07) 3211 2922 for more information.

# MOVING SOIL?

## FIRE ANTS HAVE OTHER PLANS FOR YOUR BUSINESS



### **DON'T SPREAD FIRE ANTS**

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[fireants.org.au](http://fireants.org.au)



# SOLVING YOUR LABOUR GAPS & TRANSFORMING THE INDUSTRY

Although many Australian businesses have experienced challenges due to COVID-19 and a strained labour market, AWX is one of the few recruitment companies that have experienced growth. We attribute that growth to our vision.



To further support the growth of Indigenous participation within the civil construction sector, we have developed an Indigenous Employment Program. The program aims at introducing Indigenous staff to the industry while tailoring support and learning techniques to ensure success. Through this initiative we've had employees progress from limited skills and knowledge, to now working with the largest Australian mines in the civil sector.

Represented through our *Women In Work* initiative, AWX also has a vision of closing the gender gap within the industrial sectors. The results of the program are shown through the rise of women in our workforce and the increase in women undertaking civil construction traineeships. With 68% of our on-hire workforce represented by females we continue to strive towards a more gender-inclusive society.

Voted as the Best Recruitment Company to Work For (Recruitment International, 2020), we're at the top because we prioritise people and your business. With over 2 decades of industry experience, connections, and consistent growth we lead the market in providing the best solutions to your labour gaps.

Join us to achieve a skilled and diverse future for civil construction.

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

Beyond our 20-year history of filling short and long-term labour gaps, we want to develop our people to be the best they can be. That's why we've invested over \$120k into training and development programs for our staff. In 12 months alone, we've onboarded over 14,000 staff and have provided these staff with over 42,000 hours of in-house training.

Over 10% of our trainees and apprentices are currently enrolled in civil construction qualifications and are on track to become the future leaders of industry. With over 200 people currently enrolled in traineeships or apprenticeships, and a forecast of this growing by 50% in the coming months, we're re-shaping the industry model.

As well as career growth, a significant part of our business vision is building a workforce that represents the diverse face of our community. As the 2020 & 2021 *Diversity & Inclusion Business of the Year* (voted by Recruitment International), we pride ourselves on being an inclusive company that helps like-minded businesses surpass industry average.

We're proud to be connecting over 700 Indigenous people to work with Australian employers year-on-year with the help of our Indigenous partners, connections with Native Title Groups and Supply Nation certified businesses throughout Australia. Our current workforce is represented by 6.35% Indigenous staff, and we continue to work to tailor training and developmental courses to build diverse leaders in civil industry.

# THE NEW LABOR FEDERAL GOVERNMENT & WHAT IT MEANS FOR YOUR BUSINESS

The recent election of a Federal Labor Government will bring definite policy and legislative changes for industrial relations. Whilst the campaign had a small-target strategy, there are significant changes proposed for industrial relations legislation and policy. The following policy positions are not exhaustive on the Government's agenda for industrial relations but are the issues that will likely impact on civil contractors.



## 1. ABOLISHING THE ABCC

The Labor government is clear that the ABCC will be abolished. This policy change appears to be accepted by the peak employer organisations and is unlikely to attract significant opposition. The abolition of the ABCC is also a policy position of the Greens and will not require crossbench support. The abolition will require changes to legislation and may take some time. There is no ALP position on the continuation of the Building Code 2016 (Code). When previously in office, the Labor Government absorbed the ABCC into the Fair Work Ombudsman and watered down the Building Code to comply with employment legislation and payroll by employers. In conjunction with the policy on labour hire, it is likely that the current Code prohibition on using contract terms to influence subcontractors' workplace arrangements will be removed.

This may lead to claims for 'jump up' clauses. A 'jump up' clause in a project agreement or a principal contractor's agreement requires subcontractors and labour hire providers to pay equivalent wages and conditions as is paid by the principal contractor. This was the result of previous Labor Government changes to the ABCC and the Code.

The current industry challenges with the QLD Best Practice Industry Conditions (BPIC) for State Government projects will be further complicated by changes to the ABCC and the Code. The current position that BPIC may breach the Building Code 2016 will evaporate.

## 2. LABOUR HIRE POLICY (SECURE JOBS)

This policy involves the introduction of "same-job, same-pay" legislation, which would ensure that workers employed by labour hire firms receive the same pay and conditions as workers directly employed by the host. There is no clarity as to whether this will mean the host's enterprise agreement and/or the equivalent above agreement/award rates. There is a deliberate position to provide secure employment and remove a perceived cost advantage in using labour hire. This may significantly alter the composition of workforce in conjunction with the proposed changes to casual employment in the civil sector. The clear intention is to promote a larger direct workforce.

The change will be the increasing of the costs of labour hire, as the current industry practice by labour hire providers is to pay the equivalent of the modern award, which is usually less than the mid-tier contractor enterprise agreement wage rates (i.e. wage rates in the range of 10-15%).

## 3. CASUAL EMPLOYMENT (SECURE JOBS)

This will involve amendments of the definition of "casual employment" by legislating an objective test to determine whether a worker will be classified as a casual employee. These amendments would seek to restore the common law position that was in place prior to the Coalition Government's recent changes to the Fair Work Act 2009 (Cth) and the High Court's decision in *Workpac Pty Ltd v Rossato* (2020). In brief terms, the use of long-term casuals in the future may be restricted.

## 4. CHANGES TO ENTERPRISE BARGAINING

Changes to the Fair Work Act 2009 (Cth) will occur after a summit of employers and unions. The only clear position is that the unions do not believe the current bargaining system is working. The unions will likely be seeking an enhanced position in bargaining with greater access to workplaces as part of bargaining, as well as the potential for industry bargaining.

There is a current industry push for flexibility on the Better Off Overall Test (BOOT); however, it is unlikely that a more flexible approach will be legislated. The legislative change resulting from this push will likely involve the increasing of obligations on employers to demonstrate that the agreement is better off overall and that the employees have had extensive consultation and been represented.

## 5. PAYROLL COMPLIANCE AND SHAM CONTRACTING

There will be an increase in the obligations on payroll compliance and the prohibition of sham contracting. This may extend to obligations in relation to the management of subcontractors and labour hire, to ensure that there is compliance in the subcontractor and supplier chain. This may require auditing. These likely additional legislative obligations going forward will require continuous self-auditing of payroll and subcontractor arrangements going forward.

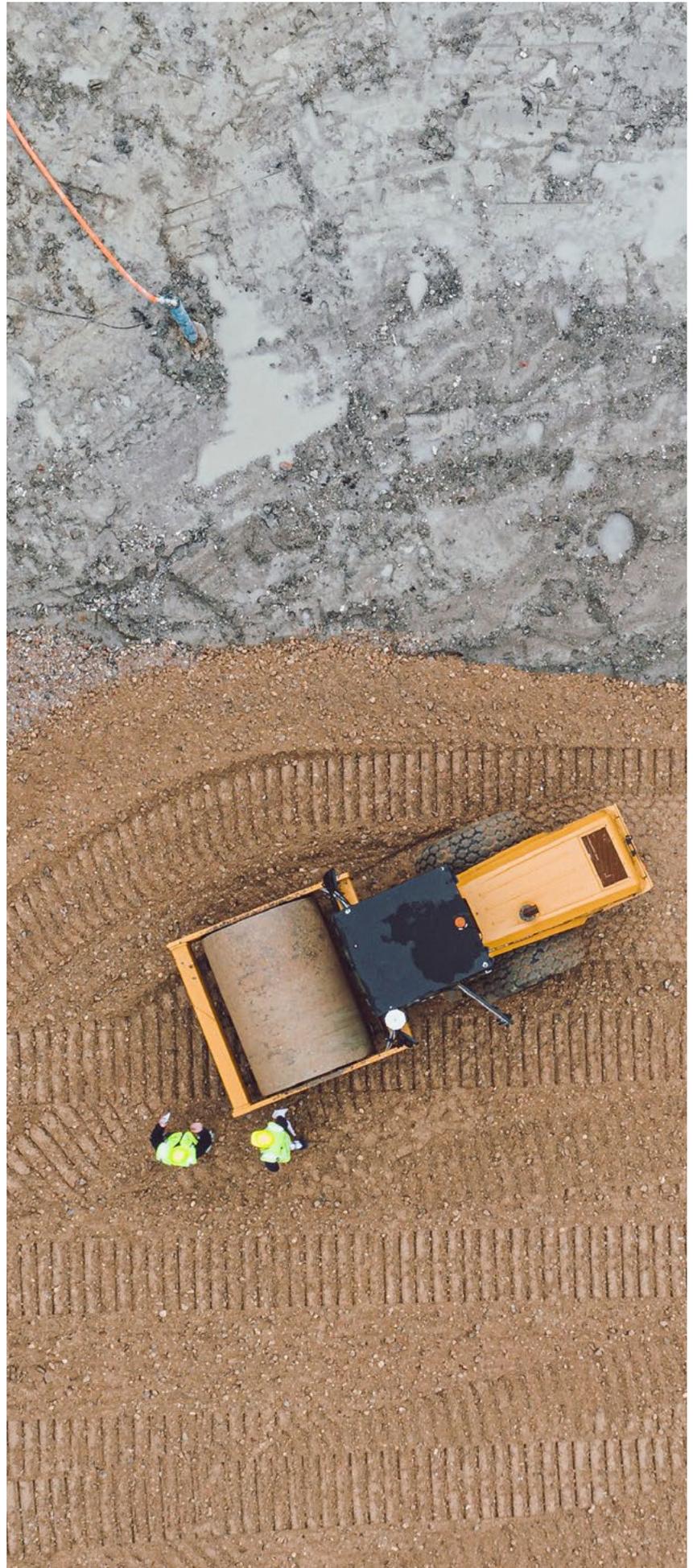
These legislative changes are likely to involve increased penalties for breaches of compliance with modern awards, enterprise agreements and employment legislation, as well as increased resources for the Fair Work Ombudsman.

## 6. WAGE GROWTH

The new Government's position on the national wage case and industry-specific issues such as aged care will result in heightened wage growth expectations for the workforce. The current wage growth in civil construction has remained constant at approximately the 3% range for the past 3 years. There will be a flow-on of higher rates being awarded in the National Wage Review and other industry outcomes. There will need to be consideration wage rate increases in excess of 3% for the next 3 years.

In summary, the longer-term changes in the civil sector will be the emergence of project or industry outcomes that can be applied to lower tiers through the contract. This influence in the market will result in a raising of the level of Industry wages and conditions outcomes overall as the project or industry outcomes flow on to the lower and mid-tier contractors. In addition, there will be rigidity in the employment arrangements and composition of workforces with increased restriction on casuals and labour hire. The overall labour cost in the industry will be increasing at a greater rate over the next 3 years as opposed to the previous 3 years.

For more information contact the CCF QLD Industrial and Workplace Relations Advisory Service on **07 3831 7099**.



# SHOW ME THE MONEY! OPTIONS FOR OBTAINING PAYMENT

**MO** MILLS OAKLEY  
LAWYERS



It has often been said that cash flow is the lifeblood of the construction industry and this is no doubt true but what do you do when a principal or superior contractor won't pay you? With increasing costs of labour and materials and interest rates on the rise this is likely to be increasingly an issue in the coming year. This article looks at some options for civil contractors in Queensland.

## BUILDING INDUSTRY FAIRNESS (SECURITY OF PAYMENT) ACT 2017 (QLD) (BIF ACT)

Effective options are often to be found in the BIF Act. The BIF Act allows a contractor to apply to the Queensland Building and Construction Commission (QBCC) to have a payment dispute adjudicated. This is often the fastest and most cost-effective way to resolve progress payment disputes without going through protracted court or arbitration proceedings.

## THE EFFECT OF AN ADJUDICATION DECISION

A claimant who obtains an adjudication decision in its favour is usually entitled to be paid the adjudicated amount by the respondent within 5 business days. If the respondent still doesn't pay the BIF Act contains further enforcement options.

## Adjudication Certificate as A Judgment Debt

An adjudication certificate may be filed as a judgment for a debt in court. The certificate must be accompanied by an affidavit by the claimant stating that all or part of the adjudicated amount has not been paid. The judgment debt can then be enforced using all the apparatus of the court rules and the respondent is not entitled to a set-off or to bring a counterclaim against that judgment debt.

## Suspension

Where a contractor is owed monies under an adjudication decision and the respondent has failed to pay the adjudicated amount, the contractor may give that party written notice of their intention to suspend construction work or supply related goods and services

under that construction contract. If the respondent does not pay the adjudicated amount after 2 business days of being given the notice, the claimant may suspend the construction work. Once payment is received from the respondent, the contractor then has 3 days from the receipt of payment to resume construction work under that contract.

## MORE RECENT OPTIONS FOR ENFORCEMENT

Amendments to the BIF Act have introduced further options for contractors to secure payment of unpaid adjudicated amounts. These include:

- Lodging a payment withholding request,
- Enforcing a statutory charge over amounts owed, or
- For head contractors, lodging a charge over property.

## Payment Withholding Requests

Where a respondent fails to pay the contractor an adjudicated amount, the contractor may submit a payment withholding request to the higher party in the contractual chain. This includes a higher contractor or principal but also a financier where the claimant is the head contractor.

The obligation on the higher party to withhold funds applies only to the extent that an amount is payable to the respondent by the higher party, and the higher party is required only to withhold the lesser of such amount payable to the respondent or the adjudicated amount. For example, if the adjudicated amount is \$55,000 but the amount payable to the respondent by the higher party is only \$40,000, the higher party's obligation is to retain \$40,000. If the adjudicated amount is \$55,000 and the amount payable to the respondent is \$120,000, the higher party's obligation is to retain \$55,000.

In addition, the higher party also becomes jointly and severally liable with the respondent for the adjudicated amount, but the higher party may recover from the respondent any amount that the claimant recovers from it under such joint or several liability.

### Statutory Charge

In addition to the obligation on the higher party to retain the amount, the amount is also subject to a statutory charge in favour of the claimant. The claimant may enforce the charge as if it had been given to the claimant under a written agreement with the higher party and any act done to defeat the charge is ineffective as against the claimant. The charge over the amount expires if:

- The respondent pays the adjudication amount,
- The adjudication decision is set aside and the respondent pays into court security for the unpaid portion pending a final decision, or
- The court dismisses proceedings for enforcement following filing of the adjudication certificate as a judgment for debt.

### Charge Over Property

A head contractor may also register a charge over a property for an amount unpaid under an adjudication certificate which the claimant has filed as a judgment debt, providing security to the claimant for of the adjudicated amount. The charge may be registered only where the respondent or a related entity is the registered owner of the property on



which the construction work was carried out or to which the related goods and services were supplied. A claimant may then sell that property if deemed appropriate to do so by a Court and the respondent is given written notice. This is a powerful incentive to pay.

### SUBCONTRACTORS' CHARGES

The provision of the former Subcontractors' Charges Act 1974 (Qld) are now rolled into Chapter 4 of the BIF Act with some minor amendments. A subcontractors' charge can be an option where you have doubts about the solvency of a respondent and suspect they might be about to go into some form of external administration. A subcontractor's charge makes the party in whose favour the charge is created a secured creditor.

### STATUTORY DEMANDS

It has been said that statutory demands under the Corporations Act 2001 (Cth) should not be used for debt collection but rather to establish a presumption of insolvency with which to wind up a company. Nevertheless, statutory demands are often a powerful motivating factor for debtors to settle their debts. However, a statutory demand should

only be considered where the claimed amount is not disputed or where there is no genuine offsetting claim.

These are some of the quickest and most effective options available to contractors seeking to enforce payment. However, the above routes can be procedurally complicated, so seek advice and assistance at an early stage where necessary.

To seek further advice regarding this matter please contact **Greg Richards, Partner, Mills Oakley** via email: [g-richards@mills-oakley.com.au](mailto:g-richards@mills-oakley.com.au).

# UPCOMING CCF QLD EVENTS



CIVIL CONTRACTORS  
FEDERATION QLD LTD

19th August 2022 | *Brisbane*  
Excellence in Civil Construction Awards

23th August 2022 | *Mackay*  
Regional Engagement Meeting

7th September 2022 | *Townsville*  
Regional Engagement Meeting

8th September 2022 | *Cairns*  
Regional Engagement Meeting

13th October 2022 | *Brisbane*  
Safe Work Month Industry Meeting

27th October 2022 | *Gold Coast*  
Networking Dinner

23rd - 25th November 2022  
*Mackay, Townsville & Cairns*  
NQ Christmas Party Roadshow

8th December 2022 | *Brisbane*  
SEQ Christmas Party

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# CHANGES TO SUPERANNUATION COMING INTO EFFECT FROM 1 JULY 2022

A number of changes to superannuation are coming into effect from 1 July 2022, including some that will impact employers.



Businesses need to be ready for these changes and factor the additional cost into new work they're undertaking after 1 July 2022.

## REMOVAL OF THE \$450 MONTHLY INCOME MINIMUM

From 1 July 2022 the requirement for an employee to earn \$450 per month (before tax) to be eligible for superannuation guarantee (SG) payments will be abolished. This means employers will have to make SG payments for all eligible employees regardless of their income. Employees still need to meet the other SG eligibility requirements.

Employers will need to ensure their payroll and accounting systems are updated before 1 July 2022 for this change.

## SUPERANNUATION GUARANTEE INCREASE

The minimum super an employer must pay their employees is called the Superannuation Guarantee (SG) Rate. The SG Rate will increase from the current rate of 10% to 10.5% on 1 July 2022.

As an employer, it's important to ensure you pay super at this new minimum rate from 1/7/22 as there are financial penalties for not meeting your SG obligations.

## WORK TEST REMOVED FOR THOSE AGED 67–74

Those aged 67–74 will be able to make and receive personal non-concessional contributions and salary sacrifice contributions without meeting the work test from 1 July 2022. They will also be able to access the bring forward option, allowing eligible individuals to make up to \$330,000 in non-concessional contributions a year.

People in this age bracket will still need to meet the work test or work test exemption to claim a tax deduction for personal non-concessional contributions.

Information on all the changes coming on 1 July can be found at [bussq.com.au](http://bussq.com.au). If you have questions about paying the correct super for your employees call Troy Wolter from BUSSQ on 0417 702 822.

This is general information and does not take into account your personal financial situation or needs. Before acting, consider the appropriateness of the information to your needs or obtain financial advice. Information correct as at 24-3-22. Prepared by BUSS (Queensland) Pty Ltd (ABN 15 065 081 281, AFSL 237860) as Trustee for BUSSQ (BUSSQ Fund, ABN 85 571 332 201).

# CCF QLD COMMITTEES UPDATE



## CCF QLD WORK HEALTH AND SAFETY COMMITTEE

The CCF QLD Work Health and Safety Committee was recently joined by guest speakers Brian Culleton and John Azcune, Lead Inspectors – Construction Compliance and Field Services at Workplace Health and Safety Queensland.

Brian and John spoke to the committee about Safe Work Method Statements (SWMS) regarding:

- What is a SWMS?
- The purpose of a SWMS and how it can assist in managing risks
- Common misunderstandings and problems with SWMS
- The process of creating a SWMS
- Ensuring consultation with employees, in order to cover all aspects of operations
- Content to be included in SWMS (mandatory and best practice)
- How a SWMS should be presented
- Whose SWMS are to be activated – the principal contractor or the person conducting a business or undertaking (PCBU).

The speakers went on to explain that a SWMS can be presented in any format that is readily available, easy to understand and retain for the required period. Often there is confusion regarding whose SWMS should be activated on-site. It is important to note that the most relevant SWMS for the activity being carried out should be in place. The session concluded with a review of the inspector's SWMS checklist.

## CCF QLD ENVIRONMENTAL AND SUSTAINABILITY COMMITTEE

The CCF QLD Environmental and Sustainability Committee recently welcomed speakers from The Department of Transport and Main Roads: Louise Dutton, Tysen Pedler, Debora Thelin Kennedy and Stephen Hulme to discuss the Waste to Resource Strategy, dispersive and slaking soils management, and erosion and sediment control.

Other items discussed during the meeting included:

- The State of Environment Report
- TMR environmental specifications
- National Red Imported Fire Ant Eradication Program
- Geothermal energy – provided by volcanoes
- Reclaiming tyres
- Recycling and waste in Queensland
- Plans to deliver net zero the Australian way.

## CCF QLD IR/HR IN CIVIL CONSTRUCTION COMMITTEE

The CCF QLD IR/HR in Civil Construction Committee also recently welcomed guest speaker Jacque Lachmund from Challenge DV to present at their last meeting. Jacque spoke about the importance of workplaces being part of the conversation regarding Domestic and Family Violence (DFV) and how they are critical in supporting those affected.

Challenge DV has been partnering with Australian businesses since 2001. Their proven Workplace Prevention Program empowers businesses to be part of the solution. They help develop workplace policy and educate

managers and staff to recognise the signs of DFV and how to respond appropriately.

They create change by raising awareness and educating workplaces about DFV, facilitating partnerships that match corporate organisations or government departments with front-line services, and hosting events that unite a community no longer able to accept abuse or violence of any form.

Other matters discussed at the most recent committee meeting were:

- Queensland Industrial Relations and CCF National Industrial Relations
- Labour shortages and wage increases
- Best Practice Industry Conditions (BPIC)
- Pacific Australia Labour Mobility – Palm Scheme
- Skills checkpoint for older workers
- Foundation skills training aims to ensure that Queenslanders enrolling in vocational education and training (VET) are equipped with the skills and abilities required to successfully complete a vocational qualification
- ABCC Audit Process – A speaker from the ABCC will be arranged for the next meeting.

CCF QLD facilitates a range of committees in addition to the ones listed above. These include a Diversity in Civil Construction Committee, Local Government Committee, TMR Technical Committee/Working Group and an Environmental and Sustainability Committee. If you are interested in joining one of our many committees, please contact Leanne Weier via email: [lweier@ccfqld.com](mailto:lweier@ccfqld.com). More information about our committees can be found [here](#).



# TFH COMMUNITY FOOTBALL PROGRAM



Max Plath guides the students through an agility drill.



TFH Hire staff Jessica Wright, Carolyn Oldano and students launch the TFH Community Program.

Over the past 26 years TFH Hire Services have grown to become our nation's leader in the supply of temporary hire products for the civil, construction and events industries.

Like most other businesses, we too have felt the effects of COVID and the subsequent price increase of raw materials and fuel freight costs; along with the challenge of finding drivers and staff to meet the high demand of our sought-after products. With all of this out of our control, it has been a challenging few years. Yet we are not complaining! TFH Hire Services offer more than fencing, so when we need our spirits lifted, we focus on what we can control – the feel-good stuff.

TFH Hire Services has forged a strong partnership with BMD Wynnum Manly Seagulls, who started a Community Football Program with Darling Point Special School last year. When we were approached by Seagulls CEO Hannan Laban with the opportunity to support the community program this season, we were quick to accept.

Recently students and teachers from Darling Point Special School and Redland District Special School visited the BMD Kougari Oval full of excitement. Along with staff from TFH Hire Services, these students helped to launch the 2022 TFH Hire Community Program. The program will see students from both schools participate in rugby league based activity

sessions through July and August, run by BMD Wynnum Manly Seagulls staff and players.

Some sessions will even take place at the BMD Kougari Oval where the students will be able to follow up their session by watching the Hostplus Cup team train, with the remaining sessions conducted at the two schools.

Charmaine Driver, Principal of Darling Point Special School, said, "Darling Point Special School students and their families have been thrilled to learn more league skills as part of the TFH Community Footy Program. This activity is a generous and successful way to engage our students in the game, peak their interest in our local Seagulls teams, and help them learn the discipline and spirit behind Rugby League. Thank you TFH and BMD Wynnum Manly Seagulls for opening the door in such an inclusive way to our students."

TFH National Partnerships Manager, Carolyn Oldano, was pleased to attend the launch of the program and said, "TFH Hire Services are delighted to be supporting the Community Footy Program. Our brand is associated with both major and grassroots sporting partnerships across the nation. However,

it is ones like this that pull on the heart strings. Knowing we are assisting in providing opportunities, smiles and laughter to these children, is so rewarding. That there is your return on investment, and there is no greater feeling."

Seagulls CEO Hanan Laban is excited for the TFH Community Footy Program to commence this season.

"We are excited to welcome Darling Point Special School and Redland District Special School to the club today to launch the TFH Community Footy Program for 2022," said Laban.

"We initially started this wonderful program with Darling Point Special School last year, and we are delighted to include Redland District Special School in the program as well.

"I'd like to thank our major partner, TFH Hire Services for supporting this program and providing this opportunity to many young rugby league fans. At the Seagulls, these are the programs we enjoy the most, where we can see the excitement amongst the young children, and they all leave with a smile on their face."

The TFH Community Program will commence after the June/July 2022 school holidays with many more highlights to follow.



*Presented by*



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

Your CCF QLD membership provides you with 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 your business and your staff to support both your 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 so you can unlock more value in your membership.

**THE FOLLOWING OFFERS ARE AVAILABLE TO YOUR BUSINESS AND STAFF TO SUPPORT BOTH YOUR PROFESSIONAL AND PERSONAL LIVES.**



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CivFast is the online market portal designed to connect the thousands of contractors, engineers and suppliers of Australia's civil industry - anytime and anywhere. Members receive 30% off their first year subscription and access to a free trial.

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**E** – [support@civfast.com.au](mailto:support@civfast.com.au)  
**W** – [civfast.com.au](http://civfast.com.au)



### 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.

**E** – [departurelounge@mantragroup.com.au](mailto:departurelounge@mantragroup.com.au)  
**W** [departurelounge.com.au](http://departurelounge.com.au) - password: contractorsvip



### EUROPCAR

**P** – 1300 13 13 90  
**W** – [www.europcar.com.au/ccfql.com](http://www.europcar.com.au/ccfql.com)

### VEHICLE RENTAL OFFER

CCF members can now save 10% off the base rate\* for 3+ day car, truck or van hire in Australia and New Zealand when booking through Europcar. Terms and conditions apply to this offer. Visit the below website for further information.



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- P** – 07 3199 6856
- E** – [kent.haines@flightcentre.com.au](mailto:kent.haines@flightcentre.com.au)

### HEALTH INSURANCE OFFER

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

- An ongoing 7% discount for members
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To join, call Medibank on 131 680, email [qldcorporate@medibank.com.au](mailto:qldcorporate@medibank.com.au), visit <https://corporate.medibank.com.au/ccfqld> or book a phone consultation at a convenient time here.

~Waiting periods apply. Some lens coatings excluded.  
#Other out of pocket expenses and waiting periods may apply.



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Cardio Start is pleased to offer all CCF QLD members 10% off the RRP on their full suite of products including their flagship Heartsine and LifePak range of defibrillators. They also offer a free consultation to assess the needs of your business.

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- W** – [www.cardio-start.com.au](http://www.cardio-start.com.au)



## IR, ER & HR SERVICES



- P** – 07 3831 7099
- E** – [admin@draytons.com.au](mailto:admin@draytons.com.au)
- W** – [www.draytons.com.au](http://www.draytons.com.au)

### 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.

### 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.



- P** – 07 3831 7099
- E** – [admin@draytons.com.au](mailto:admin@draytons.com.au)
- W** – [www.draytons.com.au](http://www.draytons.com.au)

## IR, ER &amp; HR SERVICES



**M** – 0405 388 794  
**E** – [jacques@workplacewisdom.com.au](mailto:jacques@workplacewisdom.com.au)  
**W** – [workplacewisdom.com.au](http://workplacewisdom.com.au)

## 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.

## LEGAL



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**P** – (07) 5574 0011 (Gold Coast)  
**E** – [james@roselitigation.com.au](mailto:james@roselitigation.com.au)  
**W** – [roselitigation.com.au](http://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.

## TRAINING AND PROFESSIONAL DEVELOPMENT



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# WORKFORCE ROAD SERVICES

Proudly Australian owned the Workforce Road Services QLD (WRS QLD) team have been delivering effective and safe Traffic Management Services within Queensland for the past 14 years on all major projects.

WRS QLD is one of Australia’s safest, most reliable, and professional supplier of Traffic Management Services. Specialising in early engagement utilising the scope of works, communication for tenders with our clients, this is what sets us apart from our competitors.

WRS is one of the most experienced and professional suppliers of traffic management services throughout Queensland and has procured and managed the traffic management arrangements with multiple major projects over the years. As would be expected these projects are managed under strict service level agreements and Key Performance Indicators (KPI).

Our ability to achieve and exceed our client’s expectation on these projects by applying our strict adherence to the agreed KPIs is the primary reason we are the preferred supplier for so many clients.

The following lists a few of high-profile projects clearly indicates our professionalism, strict attitude to safety and ability to manage any project across Queensland: Ipswich Interchange Upgrade, Northern Busway Alliance, Airport Link Project, Banora Point and many more.

The WRS QLD team currently manages the Traffic Management Services arrangements with several major projects throughout QLD. As would be expected these projects are managed under strict service level agreements and KPI’s. A prime example of the WRS QLD staff’s most recent performance includes the M2VL and MVL2B with Seymour Whyte. Our ability to achieve and exceed our client’s expectation on these projects by strict adherence to the agreed KPI’s and we are proud to say there were no NCR’s or LTI’s in over 4 years of service with Seymour Whyte/DTMR.



## OUR LOCATIONS

## CONTACT US

Labour Hire: 1300 936 723  
 Traffic Control: 1300 306 830  
 Line Marking: 1300 782 100  
 Training: 1300 668 511

Website: [www.workforce.com.au](http://www.workforce.com.au)

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# HOW YOU CAN DRIVE SITE SAFETY WITH THE RIGHT TRAFFIC CONTROL



Steve's team of qualified traffic controllers prepare for an on-site safety meeting for one of their local government clients.

Construction sites can be dangerous places. We all aim for zero harm on the worksite and rely on various tried and tested tools, from training to site audits, to ensure people get home to their loved ones.

But often, the site's access is an area that's overlooked. Whether you're working on a main road or using a side access road, it's imperative that you understand the strict requirements, rules and safety needs for your on-site traffic control.

This is why more often than not, outsourcing traffic control is not just 'nice-to-have'; it's legally imperative. Too often, I see makeshift, client-led traffic control on construction and development sites. I don't think this is because organisations are trying to avoid their responsibilities, but perhaps because they don't fully understand them.

And that's where a company like Workforce Road Services comes in. We live and breathe traffic control. From our work on local government projects to large-scale private infrastructure and construction projects, we know how to safely and confidently deliver cost-effective traffic management.

The implications of failing to design and implement a complex traffic management plan properly can be life-changing. It can result in the loss of a business, but it can also, at the very worst, result in jeopardising the safety of site workers and road users. One may assume traffic management is just a primary job, but it rarely is. It requires hours of training, years of experience, and a management team that understands the minutiae of traffic control and your business, the local community, and complex safety requirements.

Popping a traffic cone on the job site is never enough to ensure user safety and business sustainability. So if you're ever unsure of the requirements, I invite you to err on the side of caution and contact Workforce Road Services Queensland (WRS).

WRS are Queensland's most experienced team of traffic control experts, and we have multiple depots across the state in metro and regional locations. We have serviced Queensland as WRS since 2011 and as CQ Traffic prior to that.

The entire team has in-depth local knowledge and experience, and a robust national network to support us. We specialise in delivering the right people at the right time and price. All our people are sourced from the local regions wherever possible, and we proudly support local businesses and the community.

WRS actively works with local employment agencies to help the unemployed return to work.

We are one of the largest traffic control companies in Australia. Still, we are also one of the most experienced in regional Queensland, having delivered multi-million-dollar projects for many repeat clientele.

If you genuinely want to drive site safety, then contact WRS for free advice. We're your expert traffic control team with local people, backed by expert national knowledge.



Steve Kamo at WRS's Mackay Depot.

## About the author

Steve Kamo is State Manager of WRS/TGA Queensland business. He is responsible for driving local recruitment strategy, sourcing & developing a high-quality local talent pool, liaising with clients, leading the team, budgeting, pricing, and contract inquiries. Steve has more than 15 years of experience within the industry, with ten years of that working for WRS/TGA, gaining the confidence and respect of his colleagues, clients, and peers.

Contact Steve on **0429 941 293** to discuss your traffic control needs!



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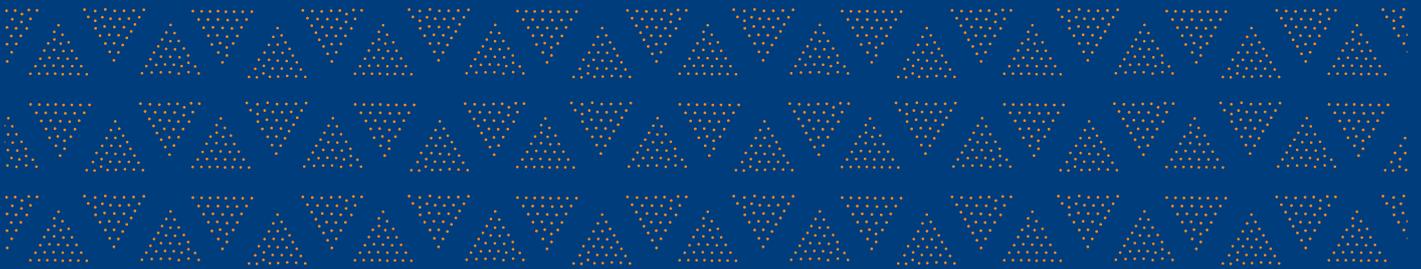


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