

QLD:INSIGHT



CIVIL CONTRACTORS
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AUTUMN 2023

The Official Magazine of Civil Contractors Federation Queensland Limited

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CCF QLD MEMBER
FEATURE:
DORMWAY PTY LTD

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QLD:INSIGHT

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EXECUTIVE COLUMN

The civil construction industry in Queensland is an essential part of the state's infrastructure, supporting economic growth and development. However, as I have previously written, the industry is still facing significant cost escalation pressures that threaten its future growth and sustainability.

Whilst cost escalation is a common issue in the construction industry, the rising costs of materials, labour, and equipment required to complete a project can quickly spiral out of control, leading to significant delays, cost overruns, and even project cancellation. In recent years, the civil construction industry in Queensland has faced significant, unforeseen, and unmanageable cost escalation pressures due to a variety of factors, including a shortage of skilled labour, rising material costs, and increasing regulatory and policy requirements. The demand for skilled construction workers has been increasing in recent years, but the supply has not kept pace.

This is having significant implications for the industry's future growth and sustainability. Construction companies that cannot effectively manage cost escalation may struggle to remain competitive and profitable, which can limit their ability to take on new projects and invest in new technology and equipment. Additionally, cost escalation can lead to delays and project cancellations, which can harm the reputation of construction companies and lead to long-term damage to their business.

Regulatory and policy requirements are also contributing to cost escalation in the civil construction industry in Queensland. The Queensland Government has implemented a range of social and sustainability targets to be delivered under the contract. While these policies provide social and environmental benefit, they can also add significant costs to a project. Meeting regulatory requirements can involve additional permits, fees, levies, inspections, and other expenses that can quickly add up.

Clients and contract administrators have mixed responses to the problem. We are still seeing blatant disregard for these issues facing contractors. Contractors run a massive financial risk in engaging with clients who are not prepared to address the increasing cost pressures within their procurement processes,

contracts and contract management. There is also a real risk to the client that their projects will not be delivered through non-participation of the industry, poor performance of the contractor, or if the contractor goes broke.

The forecast pipeline of infrastructure projects for Queensland and Australia is growing over the coming years. The Queensland Government has just announced joint funding with the Federal Government of \$7 Billion. Whilst a lot of this money will go to vertical infrastructure there is a range of supporting civil infrastructure to be constructed. There is also an ambitious construction pipeline of renewables and a much needed catch up of infrastructure for Queensland's growth. These issues combined will mean every contractor will be required to operate at their maximum capacity.

The cost escalation pressures are creating a lot of stress on capital works programs as these budgets are being overrun. Based on the gap in infrastructure needed and the rate of delivery, the delaying or cancellation of projects should not be an option. Both the Federal and Queensland Government must increase these budgets in line with the inflationary pressures due to external and internal factors. However, the impact on budgets can be softened.

Some initiatives that should be used are the continued use of collaborative contracts and early contractor involvement, flexibility in specifications, client support to adopt new strategies and technologies, and to embrace more sustainable building practices.

Sustainable building practices can reduce material costs by using recycled or locally sourced materials, and improve energy efficiency, which can lead to lower operating costs over time. Compliance and conformance mechanisms in contracts need to be simplified and embrace new technology. This will assist in building delivery efficiencies instead of placing an additional administrative burden and productivity hand breaks.



The key to overcoming the issue of rising costs and a growing pipeline of work is for all stakeholders to proactively work together to challenge the status quo and implement emerging and established construction practices, technologies, specifications, designs, procurement and contract management methods which are being used in Australia and overseas.



SPECIAL ANNOUNCEMENT

I am pleased to announce that Jo Sainsbury of Brenjo's Pty Ltd has been appointed as a Board Director of Civil Contractors Federation Queensland Ltd. Please join me in giving Jo a warm welcome.



**CIVIL CONTRACTORS
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NATIONAL ENGAGEMENT WITH FUTURE MADE IN AUSTRALIA OFFICE

Civil Contractors Federation National (CCF) has been engaging with a new federal office established in the Department of Finance in Canberra whose charter is to support the delivery of the Australian Government's 'Buy Australia Plan'.

The 'Buy Australia Plan' (the Plan) was announced by Anthony Albanese prior to the 2022 federal election and is one of the Labor Government's key election priorities.

The Plan is focused on improving the way government contracts work and to build domestic industry capability through the Australian Government's purchasing power.

Taking a lead role in the implementation of the 'Buy Australia Plan' is the 'Future Made in Australia Office', and CCF has met with the office to discuss the civil construction industry's procurement reforms.

Pleasingly, the two lead priorities of the 'Buy Australian Plan' are to maximise opportunities for Australian businesses in major infrastructure projects, and to open the door to more government work for more small and medium businesses by decoding and simplifying procurement processes.

Importantly, the Future Made in Australia Office is operating not only at the federal level, but at the state and territory level as well. Its remit is to strengthen engagement with states and territories, including Queensland, to deliver economic, social, and environmental benefits to regions, industry sectors, and communities.

To date, CCF has brought to the attention of the Future Made in Australia the importance and benefits of project disaggregation to encourage greater participation of tier 2 and tier 3 construction companies to participate in Australia's infrastructure pipeline.

Disaggregating, or de-bundling, large infrastructure projects will help create the conditions to enable smaller contractors to grow into mid-tier contractors, and mid-tier contractors into tier one contractors.

A stronger approach to disaggregation is particularly important in the current economic climate, with a number of recent surveys of CCF members showing that the local civil construction sector has additional capacity if more small to mid-size contracts were presented to market.

CCF has also highlighted to the Future Made in Australia Office best practice procurement reform, including the benefits of collaborative contracting.

CCF supports a more collaborative approach for appropriate risk allocation and mitigation between clients, contractors and subcontractors. Failure to do so often leads to inappropriate risk allocation, often to the detriment of contractors.

While most infrastructure procurement occurs at the federal and state levels, the Commonwealth has an important role to play to ensure the procurement frameworks of jurisdictions are fit for purpose.

The National Partnership Agreement (NPA) between the Australian Government and State and Territory Governments governs how federal infrastructure funds will be delivered by jurisdictions and sets out how both parties will work together to deliver infrastructure projects.

To ensure all jurisdictions, including Queensland, can deliver federally funded projects in an appropriate manner, CCF believes the Federal Government needs to ensure states and territories have appropriately qualified staff to manage tender processes in a more efficient and timely manner.

To achieve this, CCF is pushing the Commonwealth to make state and territory procurement agencies more accountable by requiring them to report their in-house capabilities to manage all federally funded infrastructure projects through their NPA.



Under the NPA, the Commonwealth Government pays states and territories financial contributions upon the completion of agreed project milestones. CCF believes these projects milestones need to be broadened to require jurisdictions to demonstrate to the Federal Government that they have appropriately qualified and sufficient procurement staff to manage tender processes.

If jurisdictions do not have sufficient staff with appropriate skills and training, procurement processes will suffer.

CCF will continue to bring these and other issues to the attention of the Future Made in Australia Office, to build a stronger and more sustainable civil construction industry and to enhance Australia's sovereign capacity and capability.



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ADVOCACY, POLICY AND INDUSTRY MATTERS

GOVERNMENT LAUNCHES THE START OF THE FORMAL PATH TO TREATY

Civil Contractors Federation Queensland Ltd (CCF QLD) recently attended the launch of the Path to Treaty, advocated by the Queensland Premier to address past injustices against Aboriginal and Torres Strait Islander people. Treaty negotiations aim to provide self-determination and build a more respectful relationship between the government and First Nations people. The Treaty Advancement Committee developed a framework for negotiations and outlined key priorities, including recognition in the Queensland Constitution. The Queensland First Nations and Settler Relations Commission Bill (the Bill) aims to establish a commission overseeing fair and transparent treaty negotiations.

The Bill was introduced into Parliament on the 22nd of February 2023. The key aspects of the legislation are:

- ▶ Historic legislation introduced into Parliament formalising Queensland's Path to Treaty.
- ▶ The Bill seeks to establish a First Nations Treaty Institute and a formal Truth Telling and Healing Inquiry and amend existing legislation that reflects discriminatory policies of the past.
- ▶ The Bill follows the historic signing of the Path to Treaty Commitment on the 16th of August 2022.

The Queensland Government's Path to Treaty is an important step towards reconciliation and a more equitable future for First Nations people. While there are still challenges ahead, the government's commitment to treaty negotiations is a positive development that has the potential to bring about real change.

To read more [click here](#).

INFRASTRUCTURE COUNCIL RATING SCHEME TRANSITION

CCF QLD has also recently met to discuss the Infrastructure Council Rating Scheme (ICRS), it is a widely recognised sustainability rating system in Queensland, aimed at improving the sustainability of infrastructure projects. ICRS v1.2 was first introduced in 2013 and was updated to ICRS v2.1 in 2021; reflecting the evolution of sustainability practices and expectations. The following will outline the key differences between the two versions of the ICRS, and explore the importance of incorporating recycled materials to reduce cost pressures on project budgets.

ICRS v2.1 was updated in 2021 to align with current sustainability practices and expectations. The updated scheme builds on the previous version by including new categories such as circular economy, climate change, and human rights. The circular economy category encourages the use of recycled materials in infrastructure projects, promoting the efficient use of resources and reducing waste. The climate change category aims to mitigate the impact of infrastructure projects on the environment by reducing greenhouse gas emissions and adapting to the impacts of climate change. The human rights category ensures that infrastructure projects respect the rights of local communities and workers.

One of the key ways to reduce cost pressures on project budgets is through the use of recycled materials in infrastructure projects. Recycled materials such as recycled concrete and asphalt can provide cost savings by reducing the need for new materials and disposal costs. Additionally, the use of recycled materials can improve the sustainability of infrastructure projects by reducing the environmental impact of resource extraction and landfill waste.

ICRS v2.1 encourages the use of recycled materials in infrastructure projects through the circular economy category. This category

promotes the use of sustainable materials and aims to reduce waste throughout the lifecycle of infrastructure projects. It provides a framework for assessing the use of recycled materials in infrastructure projects and encourages the development of sustainable supply chains.

Incorporating recycled materials into infrastructure projects can also have positive social impacts by supporting local communities. The use of recycled materials can also create job opportunities in the recycling industry, and reduce the need for resource extraction, which can be disruptive to local communities.

Unfortunately the proposed approach to the management of Clean Earth by the State Government was at odds with this.

CLEAN EARTH LEVY

In February 2023 CCF QLD presented a position paper to the Department of Environment and Science (DES), Hon Dr Steven Miles MP, Hon Meaghan Scanlon MP, and Hon Mark Bailey MP. The two main positions and recommendations of the position paper are detailed below.

Clean Earth - Resource or Waste

The paper argues that Clean Earth, a secondary product from a primary process, does not align with the definition of waste under the Environmental Protection Act 1994 (EP Act) and should have its own definition separate from the waste definition. The current definition of Clean Earth under the Environmental Protection Regulation 2019 (EP Regs) implies that it is not a waste unless it is contaminated by a waste or hazardous contaminant. However, starting from July 2023, Clean Earth not being used for an operational purpose at a licensed landfill facility will be deemed a waste and no longer exempt from the waste levy. CCF QLD has concerns about this causing confusion to industry.

This position paper recommends that DES should provide clear guidance or a ruling that Clean Earth generated by, or for development projects, is not a waste throughout the life cycle of the material. This will avoid disruptions to the supply and demand chain.

If Clean Earth is deemed a waste, the impact of this will be limited opportunities for beneficial re-use, potential program delays, the need to obtain additional planning approvals, negative community perception, and increased costs for delivering infrastructure and development.

Clean Earth Criterion

The position paper also states that the definition of Clean Earth is unclear and subject to inconsistent interpretation between subject matter experts and officers within DES. The EP Regulations and the Waste Reduction and Recycling Act 2011 both contain a definition for Clean Earth, but they are inconsistent. This can lead to confusion and potential delays on infrastructure projects. The paper recommends that DES develops a clear and consistent definition of Clean Earth to avoid legalistic grey areas and additional administrative burdens that do not add value to the community or the environment.

Response on behalf of the Hon. Meaghan Scanlon MP, Minister for the Environment and the Great Barrier Reef and Minister for Science and Youth Affairs.

From 1 July 2023, the current automation clean earth waste levy exemption, provided in the Waste Reduction and Recycling Act 2011, will be removed and the general waste levy rate will apply to this material when delivered to a levyable waste disposal site.

The removal of the levy exemption for disposal to landfill is intended to promote beneficial uses such as supply for earthworks for infrastructure and development projects or soil conditioning products, and to disincentivize landfilling. The use of clean earth within a levyable waste disposal site for operational works will remain exempt from the levy where a landfill operator holds an approved exemption, and its use is consistent with that exemption. The changes proposed would also bring Queensland into closer alignment with other States.

Under the definition of waste, clean earth (like any other material) may potentially be a waste, for example where it is left over,

or an unwanted by-product of an activity. However, the Department of Environment and Science supports the Civil Contractors Federation Queensland Ltd position that clean earth can and should be beneficially used wherever possible.

The proposed legislative changes will not alter the current regulatory framework around using clean earth as fill. This activity, including as a development site, is currently, and will continue to be excluded from requiring an environmental authority for Environmentally Relevant Activity (ERA) 60 under the Environmental Protection Regulation 2019.

The department is also reviewing the definition of clean earth with the intention to provide greater clarity and guidance around the classification of clean earth, addressing the issues that CCF QD raised in our submission.

DEPARTMENT OF TRANSPORT AND MAIN ROADS MEETING

Civil construction plays a vital role in the development and maintenance of Queensland's transport and main roads infrastructure. As with any large-scale construction project; cost escalations, program delays, and inefficient administrative processes can lead to significant challenges for both contractors and the government.

CCF QLD CEO Damian Long is a member of the Contractors Industry Liaison Group (CILG) who recently met to discuss several issues currently impacting the industry.

Cost Escalations

One of the biggest challenges in civil construction is the current extraordinary cost escalations, material and labour supply shortages. Construction projects are often complex and involve numerous stakeholders, from contractors to suppliers and government officials. These factors can make it difficult to accurately estimate project costs and manage them effectively. In some cases, cost escalations can lead to delays in project completion or even project cancellations.

CCF QLD have been working with the Department of Transport and Main Roads (TMR) to explore ways of delivering projects as efficiently as possible, as well as how to

address the current cost and supply issues. A key acknowledgement from TMR was that they are committed to supporting the capacity and sustainability of the industry, in order to have capacity to deliver the program over the coming years.

Programs

Civil construction programs are often complex, involving numerous contractors, suppliers, and government agencies. These programs may involve multiple phases; such as planning, design, construction, and maintenance. Managing these programs can be challenging, particularly if delays or other issues arise.

Relaxation of Prescriptive Specifications

Traditionally, civil construction projects have relied on prescriptive specifications that outline requirements for materials, design, and construction methods. While strict requirements can help ensure quality and safety standards are met, they can also be rigid and inflexible. This can make it difficult for contractors to innovate and adopt new, more efficient construction methods.

To address this issue, TMR has started to look at relaxing prescriptive specifications and considering a more performance-based approach to construction. This approach would allow contractors more flexibility to adopt new materials and construction methods that may be more efficient or cost-effective. By moving towards a performance-based approach, TMR hopes to encourage innovation and improve efficiency in the civil construction sector.

Streamlining Administrative Processes

Another key challenge in civil construction is the administrative burden involved in managing projects. Contractors must comply with a range of regulations and reporting requirements, which can be time-consuming and costly. Inefficient administrative processes can also lead to delays in payments and other issues, which can impact project timelines and budgets.

To address these challenges, the Queensland Government is exploring ways to streamline administrative processes in the civil construction sector. This includes developing more efficient systems for reporting and compliance, as well as exploring new payment models that can reduce delays and improve cash-flow for contractors.



Collaborative Transport Infrastructure Program

The Collaborative Transport Infrastructure Program Framework developed by TMR is designed to guide the planning and delivery of transport infrastructure projects in collaboration with other government agencies, and the private sector. The framework focuses on establishing partnerships to identify infrastructure priorities, secure funding and resources, and develop innovative solutions. The framework also aims to promote sustainable, efficient, and safe transport systems that support economic growth and social wellbeing. Overall, the framework seeks to facilitate a collaborative approach to transport infrastructure planning and delivery in Queensland.

TMR are now moving to the implementation phase. It is important to note that implementation will be across the whole program and will involve all parties from this phase right through to project delivery.

AUSTRALIAN GOVERNMENT DEPARTMENT OF EMPLOYMENT AND WORKPLACE RELATIONS

CCF QLD contributed to a CCF National submission on workplace relations measures being considered for introduction in the first half of 2023. Issues for consideration that were presented were based on the below measures and issues presented by government:

1. Insert a Right to Superannuation in the National Employment Standards
 - Underpayment or non-payment of superannuation guarantee contributions undermines the ability of employees to build retirement incomes, and creates an unfair competitive advantage for non-compliant employers.
 - Currently, the Fair Work Act does not contain any explicit requirement for an employer to make minimum superannuation guarantee contributions on behalf of their employees. As such, there is no consistent right for all national system employees to directly pursue unpaid minimum superannuation guarantee contributions from an employer.
 - Modern awards must contain a term requiring employers to make sufficient superannuation contributions on an employee's behalf. Enterprise agreements may also contain clauses relating to superannuation. Employees covered by such terms can apply to a court for an order in relation to a contravention of the term and may be awarded compensation equal to the superannuation guarantee amount and interest. However, this enforcement mechanism does not apply to all employees.
2. Reform of the 4-yearly review of superannuation default fund provisions
 - Modern awards must contain a term that requires an employer to make superannuation contributions to a 'default' superannuation fund, for the benefit of an employee who has no chosen superannuation fund. The Fair Work Commission has a legislative obligation to conduct 4-yearly reviews of such default fund terms under Division 4A of Part 2-3 of the Fair Work Act 2009 (Fair Work Act). In 2014, the Fair Work Commission (the Commission) constituted an expert panel under section 620(1A) of the Fair Work Act for the purposes of a 4-yearly review of default fund terms. However, the full Federal Court of Australia found that the expert panel was not properly constituted. As a result, the Commission has never completed a review of default fund terms.
 - The main process through which default fund terms can be varied under the FW Act is the 4-yearly review, as required by Division 4A of Part 2-3. Outside of this process, the Commission has only limited capacity under the Fair Work Act to update such terms. It may rely on the general power to remove ambiguity or uncertainty or to correct an error (section 160), or the power to vary the default fund term in relation to a superannuation fund specified in the term in relation to a standard MySuper product, in limited circumstances (section 159A).
3. Clarify the application of Fair Work Act protections to temporary migrant workers, including those working in breach of migration laws, noting that this can be a consequence of exploitation

- In its 2019 Report, the Migrant Workers' Taskforce (the Taskforce) cited research that there was a common misconception amongst migrant workers that Australian workplace laws and conditions do not extend to them. Specifically, the Taskforce cited confusion about whether existing workplace protections under the Fair Work Act 2009 apply to foreign citizens who perform work without having valid work rights attached to their visa. The Senate Standing Committee on Education and Employment inquiry into the then Fair Work Legislation Amendment (Secure Jobs, Better Pay) Bill 2022 (SJB inquiry) also cited submissions that indicated that there was conflicting case law on this issue.
 - This leads to two key problems. First, it creates a lack of certainty that could permit the exploitation of workers performing work without permission under Australia's migration laws. Second, migrant workers may not seek assistance or information from official sources such as the Fair Work Ombudsman, in the belief that they are not entitled to protections under Australia's workplace laws.
 - 4. Provide stronger access to unpaid parental leave so families can share work and care responsibilities
 - The Government committed to improving unpaid parental leave provisions as an outcome of the Jobs Summit. The Government's Paid Parental Leave Amendment (Improvements for Families and Gender Equality) Bill 2022 (PPL Bill) will amend the Paid Parental Leave Act 2010, including to enable parents to access the full paid parental leave entitlement (100 days) flexibly down to a single day.
 - Legislative amendments are required to align the entitlement to flexible unpaid parental leave in the Fair Work Act with the forthcoming changes to paid parental leave. This is because the Paid Parental Leave Act 2010 does not provide a leave entitlement but requires an eligible person to not be working during their paid parental leave period. Employees will commonly access their unpaid parental leave entitlement under the Fair Work Act to allow them to be absent from the workplace and access their paid parental leave entitlement. Subject to the passage of the PPL Bill, parents will be able to access their full paid parental leave entitlement (100 days) flexibly. Without amendment, only 30 days of flexible unpaid parental leave would be available under the Fair Work Act.
 - 5. Clarify that when a workplace determination comes into effect, the enterprise agreement will no longer operate
 - In addition, the Fair Work Act currently contains restrictions about when flexible unpaid parental leave can be accessed, with current provisions having the effect of requiring flexible unpaid parental leave to be taken after a period of continuous unpaid parental leave and forfeiting access to continuous blocks of unpaid parental leave once a flexible unpaid parental leave day is taken.
 - The unpaid parental leave provisions are also complex and contain rules that may restrict choice for families and increase complexity for employers, such as provisions restricting employee couples from taking more than 8 weeks of unpaid leave at the same time.
 - The Fair Work Act is intended to operate so that when a workplace determination comes into operation any previous enterprise agreement will cease to apply. Legislative amendment is required to include a specific interaction rule between workplace determinations and enterprise agreements that removes any doubt about the operation of the Fair Work Act in this regard.
 - 6. Making pay deductions for authorised purposes an easier process for workers and businesses
 - Currently the deductions process – set out at section 324 of the Fair Work Act – authorising employers to make deductions from an employee's salary for their benefit (for example, deductions made as a salary sacrifice to pay health fund or union fees) does not allow an employer to make a deduction when the amount of the deduction varies, including where it varies by a nominal amount or reduces, without a new written authorisation.
 - The proposed change would allow an employee's initial written deduction authorisation to specify that the amount of a deduction can be varied from time to time. Employees will be able to choose to specify an upper limit for permitted deductions on their authorisation, either as a dollar amount or a percentage, within which the deduction can be varied without requiring a new written authorisation, as is currently required for any change to the deduction amount.
 - 7. Ensure that casual workers are treated no less favourably than permanent employees within the black coal mining industry under the Coal Mining Industry (Long Service Leave Funding) Scheme
 - Employers would also be required to notify employees about changes to the amount deducted under a valid authorisation, and whether an upper limit had been surpassed and the deduction therefore not paid.
 - The Government's proposal aims to ensure that casual employees are treated no less favourably than permanent employees for the accrual and reporting of long service leave entitlements in the black coal mining industry. This is the first step in a series of broader reforms, stemming from the Independent Review of the Coal Mining Industry (Long Service Leave Funding) Scheme.
 - Casuals are currently treated differently - and less favourably - than permanent employees under the Coal Mining Industry (Long Service Leave Funding) Scheme. Recommendation 4 of the "Enhancing certainty and fairness: Independent Review of the Coal Mining Industry (Long Service Leave Funding) Scheme", published in February 2022 proposed that the Commonwealth enact legislative amendments to ensure that casual employees are treated no less favourably than permanent employees in the accrual, reporting and payment of their long service leave entitlements.
- CCF National are currently awaiting a response to the submission.



CCF QLD MEMBER FEATURE: DORMWAY PTY LTD



Emergency DN300 trunk watermain repair at Coolum Beach for Unitywater

Dormway is a family-owned company specialising in civil infrastructure and pipeline design & construction. Over 40 years of operation, they have successfully delivered well over 1,500 projects across south-east Queensland. They understand the unique challenges facing local authorities, utilities and commercial developers and provide real world, successful solutions.

Dormway was founded in 1982 with a skilled and committed team (many of whom remain key members of the company today) and began by providing pipeline construction services to developers and local authorities across Queensland and northern New South Wales. Since this time, Dormway has built a solid reputation delivering challenging water and sewer projects and helping to shape local communities in the process.

Over the years their range of services has expanded to enable them to support local water authority clients across all their program needs – from project development through to commissioning.

DORMWAY'S SPECIALIST SERVICES

Dormway's service specialities include:

- ▶ Advisory services including complex project solutions and budgeting
- ▶ Civil works
- ▶ Concrete structures
- ▶ Design & construct
- ▶ Infrastructure buildings
- ▶ Live connections, network upgrades & emergency works
- ▶ Polyethylene (PE) lining
- ▶ Water, sewer, recycled water and stormwater pipeline construction
- ▶ Water and sewer pump stations & emergency storage

- ▶ Refurbishment of pump stations, pipelines and maintenance holes (MHs)
- ▶ Reservoirs
- ▶ Treatment plants
- ▶ Caisson construction.

With offices and depots located in Brisbane and the Sunshine Coast, and a long history working in the region, Dormway draws upon their past experience and local knowledge to develop creative solutions to challenging projects involving:

- ▶ Problematic ground conditions,
- ▶ Work on live water and sewer networks,
- ▶ Constrained sites within local communities, and
- ▶ Environmentally sensitive sites.

As a trusted delivery partner to Unitywater, Seqwater; Urban Utilities, Fulton Hogan and Logan Water Partnership; they have a proven track record solving challenging projects safely and efficiently. Dormway pride themselves on delivering programs of works with their dedicated in-house project management and construction delivery teams.

DORMWAY'S CURRENT PROJECTS

Some of Dormway's current projects include:

- ▶ Emergency DN300 DICL trunk water main repair works at Coolum Beach for Unitywater
- ▶ Unitywater FY23 Pipelines & Pump Stations (North 2 & South 1 Bundles)
- ▶ Canungra Water Treatment Plant SRM Replacement for Seqwater
- ▶ Virginia Branch Sewer Augmentation Gravity Sewer (Cannery Creek) for Fulton Hogan
- ▶ Eagle Farm SPS Wedge Gate Valve Replacement & PE Lining for Urban Utilities
- ▶ MH Renewal Program (PE Lining) for Logan Water Partnership.

THE FUTURE

As Dormway looks forward to the next 40 years of operation, their key focus areas remain: clients, people, innovation, community, and the environment.

Clients - Dormway remain dedicated to the delivery of safe, efficient and quality projects for their clients. This includes identifying solutions which minimise risk, impact to communities and impact to the environment; whilst also considering lifecycle costs and operations & maintenance impacts. They look



SPS Renewal (including PE Lining) at Caboolture for Unitywater



Construction of new SPS at Sungold Rd Chambers Flat for Logan Water Partnership

to continue their success working together with clients, delivering projects as one team.

People - Dormway's commitment to their people is supported through ongoing training and development opportunities which focus on upskilling and cross-training team members; setting them up for long term success at Dormway and in their career development. Training and other initiatives also focus on transferable skills which are beneficial outside of work in areas such as communications, leadership and mental health and wellbeing.

Innovation - Striving for continual improvement and innovation are ingrained in Dormway's company DNA. This is evident in the solutions they propose and is reflected in their culture and operations. Through third-party accredited health & safety, environmental and quality management systems, they remain committed to continual improvement and the consistent delivery of high-quality services.

Community - As a family business, it's important to Dormway to support local organisations that make a positive difference for individuals, families and communities in need. Dormway is proud to be a long term supporter of a number of local businesses,

initiatives and charities; working to make a difference to those at risk of suicide and domestic & family violence.

Environment - While Dormway have always had a focus on the environment and minimising impact, they are currently in the process of reviewing and updating their environmental and sustainability framework, targets and initiatives in order to implement and effect real change in this space.

As a born and bred local southeast Queensland business, Dormway are excited for the upcoming projects and future growth in the region and look forward to continuing the journey with their clients to build and support local communities.

CONTACT DORMWAY:

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2023 CCF QLD EVENT CALENDAR



CIVIL CONTRACTORS
FEDERATION QLD LTD

MARCH

30
PRESIDENTS' LUNCHEON

APRIL

19
SUNSHINE COAST DINNER

27
MACKAY REGIONAL
ENGAGEMENT MEETING

MAY

10
CCF QLD CAIRNS REGIONAL
ENGAGEMENT MEETING

18
CCF QLD STATE CONFERENCE

18-21
HEAVY EQUIPMENT & MACHINERY SHOW

JUNE

9
CCF QLD GOLF DAY

For more information or to register visit:
ccfqld.com

ARE YOU GETTING THE MOST OUT OF YOUR CCF QLD MEMBERSHIP?

Log into the member portal today to access exclusive discounts, free advice, free policy and document templates, discounted event tickets, committee & advocacy updates, fortnightly eNews and more.

www.ccfqld.com



**CIVIL CONTRACTORS
FEDERATION QLD LTD**

ON-SITE WITH CCF QLD

Civil Contractors Federation Queensland Ltd was pleased to visit the sites of members Abergeldie Complex Infrastructure and Fulton Hogan Construction recently.

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

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



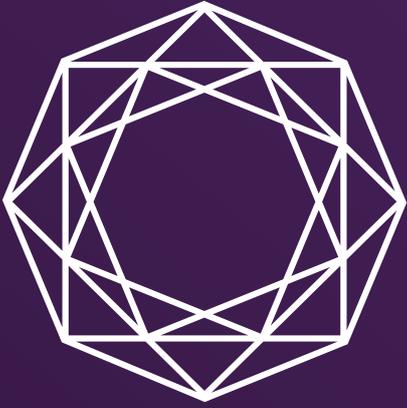
Dewatering Upgrade Murrumba Downs | **ABERGELDIE COMPLEX INFRASTRUCTURE** <https://abergeldie.com/>



Temporarily realigned Steve Irwin Way exit ramp (Exit 163) | **FULTON HOGAN** <https://www.fultonhogan.com/>



Tickets now on sale!



**EXCELLENCE IN
CIVIL CONSTRUCTION
AWARDS**

*Celebrating Queensland's
Best People and Projects*

*Featuring the Industry Training Awards,
People's Awards and Earth Awards*

**Friday 25th August 2023
Brisbane Convention & Exhibition Centre**

**CLICK HERE TO
BOOK YOUR TICKETS**

READY TO RENT RANGE



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If you need the power and versatility of a Cat machine but don't need to own it, Hasting Deering has an extensive range of Cat equipment available for hire wherever and whenever you need it. Our rental fleet comes with the latest technology and 24/7 field support, and with no repair costs you can control cash flow and reduce operating expense. No matter the job or application, we're committed to sourcing the best equipment and tailoring a solution to help your business grow.



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CCF QLD CONTRACTOR MEMBERSHIP SURVEY OVERVIEW

Below are a range of trends on responses from our recent contractor member survey. For more details on your member benefits log into CCF QLD member portal via: www.ccfqld.com

YOU SAID	CCF QLD ACTIONS
<p>The main reasons for being a member are for advocacy, representation and being kept informed. Other reasons were:</p> <ul style="list-style-type: none"> ▶ Networking opportunities ▶ Access to information ▶ Supporting CCF QLD and the industry as a whole to improve outcomes for all ▶ Great value for money ▶ To liaise with likeminded people who have common goals ▶ Access to resources 	<p>CCF QLD will ensure transparency through the CCF QLD Website, eNews, social media platforms and QLD:INSIGHT Magazine available here.</p>
<p>More information is wanted on the members offers and discounts</p>	<p>These feature in the Member Toolkit, CCF QLD Website, QLD:INSIGHT Magazine and CCF QLD eNews, which members can access here</p>
<p>You want discounts on:</p> <ul style="list-style-type: none"> ▶ RACQ ▶ Safety consultancy ▶ Safe style eye wear. 	<p>Some of the opportunities that CCF QLD are looking into for member discount options currently are as follows:</p> <ul style="list-style-type: none"> ▶ Safety gear suppliers ▶ Workwear suppliers ▶ Vehicle dealerships ▶ Machinery consumables ▶ Fuel ▶ Gazebo suppliers ▶ Water for water stations on site ▶ Telecommunication suppliers ▶ Sun smart products ▶ Fitness/gym memberships ▶ Finance institutions, and more. <p>CCF QLD will also review your suggestions</p>
<p>Members are generally 'satisfied' to 'very satisfied' with membership benefits</p>	<p>CCF QLD is always looking for ways to improve available benefits and enhance the membership experience and value. We are open to suggestions from members at anytime.</p>
<p>Only 55% of you are using Civil Train for your training needs</p>	<p>As a CCF QLD Member, you receive 10% discount on training. Civil Train also have access to Construction Skills Queensland Funding and User Choice Funding. We have trainers operating all across QLD. Civil Train can assist with pre-contract tendering, and is available to support major projects. Visit www.civiltrainqld.com for details.</p>
<p>A majority of you want more information on Rose Litigation Lawyers and Cardio Start</p>	<p>Check out our website for information on Rose Litigation's legal advice service to members.</p> <p>Cardio Start offers 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. Just quote your CCF QLD Membership number. P: 0468 536 353 E: mitch@cardio-start.com.au W: www.cardio-start.com.au</p>
<p>You are interested in learning more about the Management System Reference Documents</p>	<p>There are over 80 documents in the suite and can be accessed through the Member Portal under Documents. Use the login details provided on the page to sign into the Resource Centre.</p>

YOU SAID	CCF QLD ACTIONS
<p>You are not aware of all of the committees. You suggested an Indigenous collaboration and engagement committee. This is covered in our IR,HR and Diversity in Civil Construction Committee.</p>	<p>The CCF QLD Committees are:</p> <ul style="list-style-type: none"> ▶ CCF QLD Work Health and Safety Committee ▶ CCF QLD Local Government Committee ▶ CCF QLD – TMR Technical Committee/Working Group ▶ CCF QLD IR, HR and Diversity in Civil Construction Committee ▶ CCF QLD Environmental and Sustainability Committee <p>There are also 3 Regional Engagement meetings held bi-annually in Cairns, Mackay and Townsville.</p> <p>If you are interested in joining a Committee, contact Chairperson Leanne Weier lweier@ccfqd.com</p>
<p>You expressed a desire for more transparency through the CCF QLD Advocacy Strategy across each level of government and dissemination of information more regularly</p>	<p>CCF QLD posts information to the CCF QLD Website, eNews, social media platforms and QLD:INSIGHT Magazine available here</p>
<p>Most concerning industry issues that CCF QLD should focus advocacy strategy on over the next 12 months:</p> <ol style="list-style-type: none"> 1. Fuel price rises 2. Preference to Australian owned companies on tier one works 3. Industrial relations in government procurement 4. Funding for training 5. Contract payment terms 6. Procurement evaluation with genuine focus on sustainability 7. Decoupling large projects. 	<ol style="list-style-type: none"> 1. CCF QLD has lobbied the Department of Transport and Main Roads, councils and private clients to discuss methods of addressing the extraordinary fuel price increase in the contracts that our members are working under. 2. In Queensland the Best Practice Principles points to the local benefits, where you must demonstrate local industry participation strategies which maximise the use of local businesses, creates local employment opportunities and forms local alliances. CCF QLD endeavours to hold the Government to account on this. 3. CCF QLD has strongly held the view that any policy that binds contractor's industrial relations outcomes to contract success, should be banned. 4. CCF QLD is lobbying the amount of funding and the range it covers to be increased and the amount funded per unit to be increased. At a national level, include civil construction qualifications on the ANZSCO list and have them added to the Skills Priority List, which will give additional incentive to employers to engage trainees. 5. CCF QLD continue to ensure through various mechanisms, that shorter time frames are promoted, and longer time frames are outlawed. We will continue providing education avenues of the rights to payments on terms. 6. CCF QLD support sustainability of industry projects. We are continually working with Government to review legislation that may impact the industry and working with authorities to get revision of their specifications that allows the industry to innovate and address sustainability in an efficient way. 7. A core policy of CCF QLD, is to ensure every conversation on future planning and future projects will constantly deliver a message that outlines the advantages of decoupling to clients.
<p>The CCF QLD Policies of Most Importance to you are:</p> <ul style="list-style-type: none"> ▶ Sustainable infrastructure project pipelines ▶ Work health and safety ▶ Industrial relations, human resources and diversity ▶ Security of Payments ▶ Chain of Responsibility ▶ Efficient transparent, fair and equitable procurement process. <p>Other policy templates you are interested in are:</p> <ul style="list-style-type: none"> ▶ Return to work ▶ Use of company vehicle ▶ Drug and alcohol ▶ Fatigue management. 	<p>By logging in to the CCF QLD Member Portal on the CCF QLD Website here you will be able to view all of the CCF QLD Policy briefs available to you, these policies are updated regularly to maintain currency. There are 18 Policies in total to explore.</p> <p>Our expert advisors Workplace Wisdom and Drayton's Workplace Consulting can assist with any additional types of policies you are interested in to suit your business.</p> <p>There are also templates on the Member Portal under Documents here that has templates for certain forms and policies.</p>

YOU SAID	CCF QLD ACTIONS
<p>The following speaker topics were listed as of the main interest:</p> <ul style="list-style-type: none"> ▶ Department of Transport and Main Roads ▶ Major projects ▶ Local government ▶ Technology and innovation ▶ Standards and regulations ▶ Work, health and safety ▶ Members of Parliament. 	<p>CCF QLD will be continuing to engage speakers across these sectors via CCF QLD industry meetings, the state conference, a suite of short courses and through committee forums.</p>
<p>QLD:INSIGHT and eNews content is “satisfactory”. Items of most importance to members are:</p> <ul style="list-style-type: none"> ▶ IR and HR news ▶ Trends and information on changes to regulations. 	<p>CCF QLD is always looking at ways to improve the value of its publication content. We welcome content suggestions from our members.</p>
<p>The CCF QLD events that are most valuable to your business are:</p> <ul style="list-style-type: none"> ▶ Heavy Equipment and Machinery Show ▶ State Conference ▶ Excellence in Civil construction Awards ▶ Industry Meetings ▶ Social Networking. 	<p>We are continuing to grow the Heavy Equipment and Machinery Show (HEMS) in 2023 as the “one-stop-shop” for all things civil – saving you time and money. As part of this, our biggest information sharing event – the CCF QLD State Conference – will also be held as part of HEMS in 2023 for the first time with a big line-up of speakers. We will continue to roll-out the important industry meetings and Excellence in Civil Construction Awards this year and, due to industry feedback, we will allow our social networking events to shine – stay tuned!</p>



PSYCHOSOCIAL HAZARDS INFORMATION FOR BUSINESSES



There are times when it would be ideal to be able to predict the future. We could predict and manage uncertainty, risk and hazards and be able to prevent these from occurring or impacting our teams and workplace. Yet even a meteorologist can't predict the weather accurately and the future remains just as much a mystery as it is for everyone else.

It's how we manage these questions and mitigate these risks that's important. Understanding Psychosocial Hazards and being able to implement the Managing the Risk of Psychosocial Hazards at Work Code of Practice 2002 might just be the next best thing to being able to predict the future.

We know that Psychosocial hazards are the tasks, jobs, working environment or even social factors at work which may cause psychological or physical harm. Workplaces have a duty to ensure, so far as is reasonably practicable, the health and safety of each worker while at work.

At Workplace Respect, we have decades of experience in partnering with workplaces to provide training, education, support and ensuring your company remains compliant with relevant Legislation. We believe that workplaces are part of the solution to reducing harm and increasing psychological safety at work.

Whilst we can't predict the future either, we wanted to share with you our insights so that you too can ensure that your workplace is sharing the responsibility to prevent and respond to bullying, harassment, discrimination, or abuse in the workplace.

1. HOW DO WE UNDERSTAND THE NEW CODE AND TRAIN OUR STAFF?

- ▶ Having a quality training organisation that connects with your staff and is highly knowledgeable about the topic, content and impact to your teams is important.
- ▶ We know that best practice involves face to face training but sometimes this doesn't work for every organisation. At Workplace Respect we offer face to face, virtual and blended model delivery of all sessions by highly qualified professionals.

2. I KNOW THERE IS THIS NEW LEGISLATION BUT WHO'S RESPONSIBILITY IS IT TO ENSURE WE ARE COMPLIANT?

- ▶ We get it, our working lives are super busy and having another responsibility added to your role can feel overwhelming. However – we can help you. It is everyone's responsibility to have a safe workplace and ensure everyone is free from harm.
- ▶ At Workplace Respect we have a toolkit which includes resources, training, webinars and staff support to assist you in implementing the Psychosocial Code of Practice. Creating a safe workplace is a whole of organisational approach.

3. WHAT ABOUT THE PERSON RESPONSIBLE FOR THE HARM?

- ▶ We know that managing the consequences for inappropriate behaviour is a significant part of ensuring respectful workplaces.
- ▶ Having education, awareness and support for individuals impacted by abuse, harassment, bullying and discrimination is important.
- ▶ We always need to balance the right of accountability with our requirements for a safe and respectful workplace.
- ▶ At Workplace Respect, we provide confidential complex case discussions to support teams and individuals to manage situations respectfully and safely.

At Workplace Respect we believe in holistic solutions to working with those who are experiencing harm or those who are acting in inappropriate ways. Our approach is person centred and trauma informed, ensuring that we are respectful, accountable and promote individual agency. We also believe in accountability for actions and people's capacity for change.

When we understand how to respond safely, mitigate risks and prevent hazards and abuse – our workplaces can thrive.

Connect with Workplace Respect so we can support you through those unpredictable rainy days and assist you with:

- ▶ Embedding the Psychosocial Hazards Code of Practice 2022
- ▶ Domestic and family violence training
- ▶ Sexual harassment support and training
- ▶ Workplace strategies to meet legislative requirements for domestic and family violence leave
- ▶ Resilient workplace development including trauma informed approaches
- ▶ Policy and procedure development
- ▶ Gap analysis and best practice reviews
- ▶ Guest speakers, webinars, face to face and online training.

Connect with Workplace Respect so we can support your workplace

Hello@workplacerespect.com.au
www.workplacerespect.com.au

Meet the Workplace Respect team:



Kat Baulch



Jacque Lachmund



Matt Pronger



2023 CCF QLD State Conference Program

Thanks to naming sponsor:



EVENT COMMENCES	
7.00am	Registrations open Welcome tea & coffee
OFFICIAL OPENING	
7:30am - 7:35am	Master of Ceremonies Welcome Neil Breen 4BC radio host
7:35am - 7:40am	CCF QLD Welcome
	
SESSION ONE	
7:40am - 7:50am	Sponsor Presentation SITECH Construction Systems <div style="float: right;">   </div>
7:50am - 8:20am	ECONOMIC OUTLOOK FOR QUEENSLAND Drew Klease, Principal Economist, QIC <div style="float: right;"></div>
8:20am - 8:50am	THE INFRASTRUCTURE PLANS FOR THE 2032 BRISBANE OLYMPIC AND PARALYMPIC GAMES Aaron Broughton, Executive Director at the Department of Infrastructure <div style="float: right;"></div>
8:50am - 9:20am	STATE GOVERNMENT'S COMMITMENT TO FUTURE INFRASTRUCTURE PLANS The Hon Mark Bailey MP, Minister for Transport and Main Roads <div style="float: right;"></div>
9:20am - 9:25am	Sponsor Presentation BUSSQ Superannuation <div style="float: right;"></div>
9:25am - 10:05am	Morning Tea Break
SESSION TWO	
10:05am - 10:10am	Sponsor Presentation Cardio Start Defibrillators <div style="float: right;"></div>
10:10am - 10:50am	POPULATION MOVEMENT Bernard Salt AM, Expert Demographer <div style="float: right;"></div>
10:50am - 11:30am	PROPERTY & DEVELOPMENT OUTLOOK FOR QUEENSLAND Michael Matusik, Property Analyst <div style="float: right;"></div>



2023 CCF QLD State Conference Program

Thanks to naming sponsor:



SESSION THREE	
11:30am - 11:35pm	Sponsor Presentation TFH Hire Services Pty Ltd 
11:35pm - 12:15pm	BUILDING & CONSTRUCTION INDUSTRY - 10 YEAR HORIZON Brett Schimming, CEO of Construction Skills Queensland 
12:15pm - 12:55pm	NUCLEAR ENERGY - A RATIONAL PROPOSAL FOR CLEAN ENERGY Dr Ben Heard, Alternative Energy Expert 
SITECH CONSTRUCTION SYSTEMS NETWORKING BREAK	
12:55pm - 1:40pm	Networking Drinks & Canapes  
HASTINGS DEERING LONG LUNCH	
1:40pm	Lunch Commences
2:15pm - 2:20pm	Sponsor Presentation Hastings Deering 
2:20pm - 3:00pm	LAUGHS WITH LUNCH Dave O'Neil, Comedian 
3:00pm - 3:05pm	Official Close
3:05pm - 3:30pm	Networking

Thanks to naming sponsor:



Thanks to supporting sponsors:





BOOK YOUR TICKETS TO THE BIGGEST SHOW OF THE YEAR



Presented by  CIVIL CONTRACTORS
FEDERATION QLD...

With a new venue, new name and a myriad of new features, the 2023 Heavy Equipment and Machinery Show is shaping up as the biggest and best event in its history at Brisbane Showgrounds.

Previously the Civil Construction Field Days, the new and improved show will be presented by Civil Contractors Federation Queensland Ltd (CCF QLD) at the Brisbane Showgrounds from May 18-21, showcasing the latest innovations for the civil construction and infrastructure sector thanks to naming sponsor Pickles Industrial and major event supporter TFH Hire Services.

CCF QLD CEO Damian Long says the new venue delivers a platform for a bigger and better show in 2023 and beyond.

Presented alongside the 2023 Brisbane Truck Show, the event is expected to attract more than 6,000 attendees and in excess of 80 exhibitors over the four-day showcase.

The 2021 show – which ran over three days at Hamilton Northshore – featured around 60 of the industry's most well-known companies and drew some 3,500 attendees, significantly up on the first Civil Construction Field Days created by CCF QLD in 2019, a two-day event which was hosted at the Pickles Industrial site at Archerfield with approximately 40 exhibitors and 900 attendees.

Following the success of its official partnership with Brisbane Truck Show in 2021, including reciprocal ticketing and free shuttle buses, Long says he anticipates significant growth in the show again in 2023.

"There are great synergies between the Heavy Equipment and Machinery Show and the Brisbane Truck Show, so we are thrilled to partner with them again for 2023 to provide Australians with access to both heavy equipment, trucks and everything in between by just purchasing one ticket," he says.

Positioned on the doorstep of the show's official hotel, the 4.5-star Rydges Fortitude Valley, the new site is also conveniently placed in the lively and stunning heritage

of the world-class Royal International Convention Centre and the Brisbane Showgrounds Precinct, with access to The Tivoli music venue and the city's newest and most exciting restaurant and bar precinct, King Street, and on the fringes of Fortitude Valley, Brisbane's entertainment quarter.

As well as free shuttle buses operating between the Heavy Equipment and Machinery Show and Brisbane Truck Show every 30 minutes, the new venue offers plentiful parking on-site. It's also less than a 10-minute walk from Bowen Hills and Fortitude Valley train stations and close to numerous other public transport options.

For the first time the 2023 show will feature a LIVE auction by naming sponsor Pickles Industrial on Friday 19th May! Visit <https://www.pickles.com.au/auctions/industrial/> for details. Another exciting feature of the event this year is the crowd favourite Trimble Inn eatery and bar returning with great coffee, food and bar options to enjoy during your time at the show.

Further cementing the show's position as the pinnacle of the industry's event calendar, CCF QLD will also be holding their State Conference on the first day of the show, Thursday 18th May. Featured speakers include alternative energy expert Dr Ben Heard, Brisbane 2023 Executive Director of Olympic Infrastructure – Aaron Broughton, demographer Bernard Salt AM, QIC Principal Economist Drew Klease, comedian Dave O'Neil and more!

Long says the show's rapid evolution into a world-class industry showcase is based on a recognition several years ago of a significant gap in the civil construction industry calendar for an event that brings together many suppliers to showcase the latest equipment, products and services.



"Industry has become increasingly time-poor and events that could provide purchasers of construction equipment an opportunity to see the latest in technology in one place at the same time was needed," he says.

"This, our third event, provides a great opportunity to connect with your peers and develop relationships, whilst learning what is new in industry innovation and hearing from world-class speakers."

For non-industry attendees, the show will provide a great insight into the workings of the civil construction industry. In another first, opportunities to enter the rapidly growing sector will be showcased in a new jobs and careers hub.

"We want to provide the opportunity for the general public to learn about the civil construction sector and how to join the industry in our dedicated Jobs & Training Hub by speaking to our dedicated specialists in training, funding and much more," Long says. The hub will feature at the show's entrance with free access for all ticket holders and the general public.

For more information on the 2023 Heavy Equipment and Machinery Show visit www.heavyequipmentshow.com.au

PicklesIndustrial

NEW MEMBER PROFILES

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



Pure Gold Films

PURE GOLD FILMS PTY LTD, TRADING AS PURE GOLD FILMS

At Pure Gold Films, we're here to help businesses in construction, mining, machinery, and infrastructure communicate the positive impact they're having throughout Queensland and Australian communities, by creating videos and photos that tell engaging human and project stories.

We provide engaging digital content production for Australian industry to help enhance your image, win more projects and build a safer, smarter workplace and business culture.

With over 16 years of experience across Australian industries, our videos deliver maximum impact and engagement for key decision makers, staff and stakeholders.

Our services include:

- ▶ Video production for marketing, training and recruitment
- ▶ Aerial drone video and photography
- ▶ Corporate interviews
- ▶ Case study videos
- ▶ Project update videos
- ▶ Timelapse video
- ▶ Still Photography

If you're looking to enhance your brand's digital presence and connect with your target market, contact us today.

Let's start telling the stories that matter most to you and your business.

HASLIN

HASLIN CONSTRUCTIONS PTY LTD

Haslin Constructions is a locally-owned, family-run construction and engineering company who specialise in the delivery of complex and critical infrastructure.

In more than thirty years of operation, Haslin has delivered over \$1 billion worth of critical infrastructure across some 300 projects in Queensland and New South Wales. These multi-disciplinary projects span the transport, wastewater, public domain and energy sectors; and were all realised collaboratively, hand-in-hand with a diverse range of clients.



CLOVER PIPELINES PTY LTD

Proudly Australian-owned and family-run, Clover is Australia's most complete supplier of pipeline infrastructure products, with a reach that extends throughout the Asia-Pacific region.

Our team of more than 80 project engineers, estimators, design consultants and sales professionals offer project consultation, product innovation and service excellence.

Our holistic design-led packages provide more than supply and delivery. They cover planning, sourcing and supply of world-leading pipeline infrastructure systems for the water and civil infrastructure markets.

We provide a comprehensive range of industry leading PVC, ductile iron, polyethylene, mild steel and glass reinforced polyester pipe, fitting and valve solutions.

As a Clover client, you can expect unbiased consultation that always considers the context and challenges specific to your project. We take advantage of our extensive range to specify the optimal products for your system – products that don't just satisfy baseline, individual requirements, but which create value as a whole solution.

CCF MANAGEMENT SYSTEM REFERENCE DOCUMENTS



Civil Contractors Federation Queensland Ltd (CCF QLD) would like to remind you that the portal for the Management System Reference Documents is available to CCF QLD Members as part of your membership benefits.

As part of CCF QLD membership, these reference documents are designed to support our contractor members across Queensland by providing templates for policies, procedures, registers and management forms.

This comprehensive suite of documents and templates support the CCF Management Code (Version 10) and provide the basis for development of a management system that can be certified by a JAS-ANZ Accredited Auditor (CAB). These documents can however be used in isolation without the CCF Management Code (Version 10).

The documents are regularly updated to address changing legislation and regulations around issues affecting the civil industry including mental health, social procurement, sustainability, and climate change with further documents to be produced over time.

To access the reference documents visit www.ccfqld.com and log in with your member details, then navigate to the [Member Portal](#). From there you can click on DOCUMENTS which will then take you to the Resource Centre sign-in page. To preview a list of the documents available, click [here](#).

If you are not currently a CCF QLD member and would like to access the documents, please [click here](#) to join!

For current members requiring assistance or wishing to request other documents be added to support your business' management system, please contact:

Leanne Weier
Manager – Client Services
lweier@ccfqld.com
0439 782 087.

CCF QLD COMMITTEE UPDATES

CCF QLD ENVIRONMENTAL AND SUSTAINABILITY COMMITTEE

The CCF QLD Environmental & Sustainability Committee was joined by Simon Hausler from the Department of Environment and Science (DES) at its recent meeting. He presented on the following topics, which the committee discussed in detail:

- ▶ Who is the Office of Circular Economy
- ▶ Waste Levy efficacy review
- ▶ Removal of the Clean Earth Levy exemption
- ▶ End of Waste Framework Review vs codes and approvals
- ▶ End of Waste – New code submission process
- ▶ Waste Management and Resource Recovery Strategy review
- ▶ Sunset Review of the Waste Reduction and Recycling Regulation 2011
- ▶ PFAS NEMP 3.0
- ▶ National environmental protection measures.

This committee also met in a workshop forum to discuss the framework for a submission to DES and Ministers, on the Clean Earth levy exemption. Finally, the committee submitted the position paper in February and are currently awaiting further communication.

CCF QLD DIVERSITY IN CIVIL CONSTRUCTION COMMITTEE

The CCF QLD Diversity in Civil Construction committee has also been active and recently discussed the following topics in its latest meeting:

- ▶ New workplace laws about pay secrecy
- ▶ Managing the psychosocial hazards at work in conjunction with the Code of Practice 2022
- ▶ Assessment and accreditation as an inclusive employer 2022-2023
- ▶ Streamlining visa process
- ▶ 20 inclusion nudges to prompt leaders into action

- ▶ First Nations funding to look after country
- ▶ New domestic, family and sexual violence prevention grant program
- ▶ Update of the CCF QLD Domestic and Family Violence Policy to include – paid family and domestic violence leave.

CCF QLD TMR TECHNICAL COMMITTEE/ WORKING GROUP

The CCF QLD TMR Technical Committee/ Working Group spoke about a number of important issues in its most recent committee meeting, including:

- ▶ Tender validity period
- ▶ Contract administrator performance
- ▶ Project budget blowouts
- ▶ Tender release report
- ▶ Transparency on changes across standards, guidelines and technical specifications
- ▶ Annexure B – rise and fall
- ▶ Capacity constraints on the industry
- ▶ BPIC – Best Practice Industry Conditions
- ▶ Collaborative Contracts
- ▶ Past Transport and Main Roads Scholarship Program
- ▶ Transport and Main Roads resourcing expectations.

CCF QLD WORK HEALTH AND SAFETY COMMITTEE

The Committee met to discuss the following:

- ▶ Managing the Risk of Psychosocial Hazards at Work Code of Practice (commencing 1st April 2023)
- ▶ Queensland Police Service video footage primarily focused around roadside accidents
- ▶ Hand injuries – looking at controls
- ▶ Concrete placing booms – Workplace Health and Safety Queensland (WHSQ) Audit Program
- ▶ Managing the risks when a non-compliant heavy vehicle arrives at your premises

- ▶ Secure your construction sites over the Christmas break
- ▶ Safe Work Australia's Statistic Report 2021
- ▶ Selection and on-boarding requirement of wet hire plant and how to meet legislative requirements
- ▶ Regulatory and Office of the Federal Safety Commissioner (OFSC) requirements
- ▶ The Managing respirable crystalline silica dust exposure in construction and manufacturing of construction elements Code of Practice 2022 – commencement 1st May 2023
 - The committee have arranged for WHSQ to address the committee and also present at an industry forum on the topic.

CCF QLD IR/HR IN CIVIL CONSTRUCTION COMMITTEE

Finally, the CCF QLD IR/HR in Civil Construction Committee has also met recently to discuss the following agenda topics:

- ▶ CCF National Submission on the Fair Work Legislation Amendment (Secure Jobs, Better Pay) Bill 2022, covering:
 - Pay secrecy clauses
 - Gender equality
 - Anti-discrimination
 - Sexual harassment
 - Limitations on fixed-term contracts
 - Expanded flexible work arrangements
 - Better off overall test (BOOT)
 - Bargaining disputes
- ▶ Provisions prohibiting sexual harassment “in connection with work”
- ▶ Managing the Risk of Psychosocial Hazards at Work Code of Practice 2022
- ▶ Queensland Industrial Relations and CCF National Industrial Relations
- ▶ Paid family and domestic violence leave
- ▶ Visa processes
- ▶ Retention, attraction and incentives
- ▶ Best Practice Industry Conditions (BPIC).

SPECIAL ANNOUNCEMENT: The CCF QLD IR/HR in Civil Construction Committee and the CCF QLD Diversity in Civil Construction Committees will be joining forces moving forward to become one strong committee. The decision has been made based on crossover in important topics discussed.

To enquire about joining one of the five CCF QLD Committees, please contact:

Leanne Weier
Manager – Client Services
lweier@ccfqld.com
0439 782 087

WHAT'S KEEPING BUSINESS OWNERS AWAKE AT NIGHT?



Supporting people's futures



Talent acquisition, retention and upskilling are the most immediate challenges for Australian business leaders, a recent survey found.

Seventy per cent of respondents to a recent KPMG Australian business survey cited talent acquisition, retention and re/upskilling as the most immediate concerns facing their organisation. The challenge is exacerbated in the civil industry, driven by an [increasing projects pipeline](#) forecast to reach over \$450 billion in the next four years.

Combine this with the macro effects of nationwide low unemployment rates, low immigration levels and a skills shortage, and HR teams are faced with a generation of potential recruits asking, "Why should I work for you?"

Looking beyond the obvious impact of remuneration, the report identified five key initiatives that can have a significant impact in meeting your workforce demands. These include two key focus areas for upskilling.

DO YOU HAVE THE LEADERS YOU NEED?

Do your current leaders have the skillsets needed to build a growth mindset, manage diverse personalities and cultures – and ultimately build the culture you want in your organisation?

Investment in leadership learning for your existing managers is proven to have a significant impact on your staff retention and culture.

AGILE TALENT DEVELOPMENT

Rarely do you find that a new team member has all the skills you'd like them to have. No longer can you follow the traditional solution of simply letting them learn on the job – team members expect to work with you to identify and fill these skills gaps immediately.

Short sprints of education and learning, done onsite via virtual classrooms, are the ideal solution to providing the learnings required, while also creating a positive culture. Investment in a team member's training is an investment in the person – it demonstrates your belief in the team member – and defines your organisation as an Employer of Choice.

The underlying message in the [KPMG report](#) is that having a strong value proposition that attracts new talent is not done by accident – it's a concerted, long-term effort across a range of team-focused activities.

Civil Contractors Federation Queensland Ltd provides Continuous Professional Development with the Institute of Civil Infrastructure (ICI Australia). The focus is on giving civil contractors the tools they need to showcase themselves as an employer people want to work for. ICI Australia was created to further the skills, careers and status of people in the Australian civil Infrastructure industry. ICI Australia do this via learning programs, events, tours and industry recognition programs.

With an extremely flexible delivery and learning program, ICI Australia provides a means for your teams to learn about technical, people and business management. The program offers participants the ability to follow personal interests and provides skillsets for future roles and advancement.

There are over 70 courses to choose from, with each one being delivered live and online. The virtual classroom environment provides the benefits and interaction of face-to-face learning, combined with the efficiency of an online environment.

Courses are delivered by a community of civil industry experts who are willing to share their knowledge and experience to help develop your teams.

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NEW CHALLENGES FOR EMPLOYERS ON FLEXIBLE WORKING ARRANGEMENTS

Some employees (including casuals) who have worked for the same employer for at least 12 months can request flexible working arrangements, such as changes to hours, patterns or locations of work.

Employees covered by an award also have some extra rights when asking for flexible working arrangements.

Examples of flexible working arrangements include changes to:

- ▶ Hours of work (for example, changes to start and finish times)
- ▶ Patterns of work (for example, split shifts or job sharing)
- ▶ Locations of work (for example, working from home).

WHO CAN REQUEST FLEXIBLE WORKING ARRANGEMENTS?

Employees (other than a casual employee) who have worked with the same employer for at least 12 months can request flexible working arrangements if they:

- ▶ Are the parent, or have responsibility for the care, of a child who is school aged or younger
- ▶ Are a carer (under the Carer Recognition Act 2010)
- ▶ Have a disability
- ▶ Are 55 or older
- ▶ Are experiencing family or domestic violence, or
- ▶ Provide care or support to a member of their household or immediate family who requires care and support because of family or domestic violence.

The new changes introduced by the amendments in the National Employment Standards (NES) will commence on 6 June 2023 and includes:

- ▶ Expanding the circumstances in which an employee may request a flexible arrangement to include where they, or a member of their immediate family or household, experiences family or domestic violence,
- ▶ Increasing an employer's obligations when considering an employee's request, with the aim of supporting or improving an employee's access to flexible working arrangements, and
- ▶ Introducing dispute resolution provisions that empower the Fair Work Commission (FWC) to make orders where an employer refuses an employee's request, including whether the employer has reasonable business grounds to refuse the request, or where the employer has not responded to the request within the required 21 days.

Experience has shown that very often an employee's request for flexible working arrangements is motivated by parental responsibilities. Employers should take a cautious approach when considering any request and especially when anticipating a refusal of such a request.

The introduction of a dispute resolution process to deal with disputes that arise from a refusal or non-response to a request is a significant amendment, as this aspect was specifically carved out of dispute resolution processes when the Fair Work Act 2009 was first introduced in 2010. However, it's back and legislated.



WHAT DOES THIS MEAN?

In a very recent decision dated 6 January 2023, (the FWC decided that there was no reasonable basis for refusing an employees request for flexibility.

THE FACTS

The full time Ambulance Paramedic sought flexibility in the night shift portion of her roster; to allow her to start these shifts at 9pm instead of the usual 6pm and finish at 6am rather than 8am so she can care for her children while her partner is at work.

A senior team manager told her it could not be done as that night shift "doesn't exist". In a follow-up email, he said the ambulance service area Hume 1, which includes her Kilmore branch in regional Victoria, "is currently not able to provide shift start and finish times outside the employee's team roster configuration" and "we are currently not in a position to offer this level of roster variation".

In a follow-up email, he said the ambulance service "are currently not in a position to offer this level of roster variation".

Commissioner Leigh Johns in arbitrating the dispute brought under s739 of the Fair Work Act said "what was left unanswered" was "why not?"

It was found that Ambulance Victoria lacked reasonable business grounds for rejecting a paramedic's flexibility request to work bespoke night shifts so she could care for her three young children.



Commissioner Johns noted that the employer did not try to meet or hold discussions with her in the 16-days before confirming its decision.

The employer said it was not opposed to negotiating a flexibility arrangement that assists the paramedic and her family, however, and had offered her “other forms of flexibility within its existing funded shift structure” based upon standard starting and finishing times.

Commissioner Johns said Ambulance Victoria explained none of this to the paramedic when rejecting her request.

The amendments enhance existing provisions in the NES to require employers to discuss requests with the employee and genuinely try to reach agreement prior to refusing an employee’s request.

The employer must also provide detailed reasons for any refusal and inform the employee of any alternative working arrangements the employer would be willing to make to accommodate the employee’s circumstances.

The orders that the FWC may make where it arbitrates a dispute are:

- ▶ If the employer has not given the employee a written response to the request – an order that the employer be taken to have refused the request.
- ▶ If the employer has refused the request – an order about whether the grounds on which the employer refused the request should be treated as being reasonable business grounds or not.
- ▶ If the FWC is satisfied that the employer has not responded, or not responded adequately to the employee’s request – an order that the employer take such further steps as the FWC considers appropriate.
- ▶ If the FWC is satisfied that there is no reasonable prospect of the dispute being resolved without such an order being made:
- ▶ An order that the employer grant the employee’s original request for flexible working arrangements, or

- ▶ An order that the employer make other specified changes to the employee’s working arrangements to accommodate the employee’s circumstances.

An employer who breaches an order made by the FWC will risk the imposition of a civil penalty.



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PENALTY RATES FOR ENGINEERS AND SCIENTISTS

On 20 January 2023 the Fair Work Commission handed down the Decision to vary the Professional Employees Award 2020. This Award covers engineers and scientists in the civil industry.

The Decision dealt with two issues in respect of the Award; the first concerning hours of employment and overtime and the second concerning coverage of the Award.

In respect of the first issue, the Commission previously found (in Decision [2020] FWCFB 2057) that certain provisions of the Modern Award pertaining to ordinary hours of work and compensation for certain time worked, were unenforceable and failed to provide a fair and relevant safety net.

In determining whether to vary the Award, the Commission considered the apparent intention of the deficient provisions to ensure that minimum salaries prescribed by the Modern Award did not constitute the full measure of remuneration for unsociable hours of work.

However, acknowledging the inappropriateness of applying a prescriptive regime of overtime and penalty rates to high-salaried professional employees, the Commission adopted a minimalist approach to address the deficiencies of the Award's compensation provisions, determining:

- a. An employer may request or require that a full-time employee work hours in excess of 38 per week, provided the additional hours are reasonable.
- b. Unless (g) applies, an employee shall be paid the appropriate minimum hourly rate prescribed for all hours worked in excess of 38 per week (including call-backs and remote work) in addition to their prescribed annual wages, subject to compliance with (c), (d) and (e);
- c. Insertion of the model clause in respect of time off in lieu of overtime;

- d. A penalty rate (125% of the ordinary hourly rate) shall be payable for all hours worked before 6:00am or after 10:00pm on any day Monday to Saturday. For casual employees, this is in addition to their casual loading;
- e. A penalty rate (150% of the ordinary hourly rate) shall be payable for rostered hours worked on a Sunday or public holiday. Again, for casual employees, this is in addition to their casual loading;
- f. For the purpose of compliance with the requirements of (b), (c), (d) and (e), the employer shall keep records of all hours:
 - o worked by an employee in excess of 38 per week; or
 - o worked before 6:00am or after 10pm on any day Monday to Saturday; or
 - o worked at any time on a Sunday or public holiday;
- g. The requirements in (b), (c), (d), (e) and (f) above will not apply in respect of employees who have a contractual entitlement to an **annual salary that is 25% or more** in excess of the minimum annual wage for the appropriate classification.

In respect of the second issue, the Commission agreed with the conclusion reached in *Zheng v Poten & Partners* [2021] FWCFB 3478 that the 'principal purpose test', well established to be used to determine the application of engineer and scientist classifications, was "singularly ill-suited" to determine the application of those classifications.

The Commission considered various authorities dealing with coverage of the Award for positions which were managerial in nature despite requiring engineering or scientific qualifications.

To clarify coverage of those employees, the Commission determined that Schedule A of the Award should be varied by replacing the current preamble sentence with the following:

"An employee performing professional engineering duties, professional scientific duties or quality auditing must be classified in one of the following classifications provided that the employee is not employed in a wholly or principally managerial position."

All of this means two predominant things for employers:

1. Engineers and scientists may now be entitled to additional remuneration for hours over 38 per week and unsociable hours; and
2. Engineers and scientists employed in a wholly or principally managerial position will not be classified under the Award.

For advice on how these changes will affect your business, contact Drayton's via admin@draytons.com.au or (07) 3831 7099.



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UNLOCKING QUEENSLAND'S RENEWABLE FUTURE

Large investment in renewable projects is growing against a backdrop of worsening construction labour shortages. Queensland faces increased pressure to find a workforce to deliver the expanding pipeline of work.

While current labour requirements for renewable projects to 2025 is only modest (likely to absorb around 5% of the deployable construction workforce), longer-term workforce requirements are much more substantial.

Detailed in Construction Skills Queensland's (CSQ) recent report, *Queensland's Renewable Future*, the state's ambitions towards net zero and a global hydrogen play could require up to \$13.9b worth of annual investment over the next 30 years. This would create a near permanent demand for civil construction labour. Up to 26,700 new jobs would be needed; heavily loaded towards regional and remote areas of Queensland.

The shift toward clean hydrogen in particular presents significant opportunities to shape the future of the sector, and Queensland's economy more broadly. Looking toward 2050, gaps in the international energy market that can't be electrified from sources like solar and wind will need to be decarbonised with clean fuels such as hydrogen. Queensland is uniquely positioned to benefit from a potentially lucrative clean hydrogen export market; with remarkable natural advantages it could emerge as a key global exporter of clean hydrogen.

CURRENT WORKER SHORTAGES

The state's renewable future is now at the mercy of the most severe worker shortage on record.

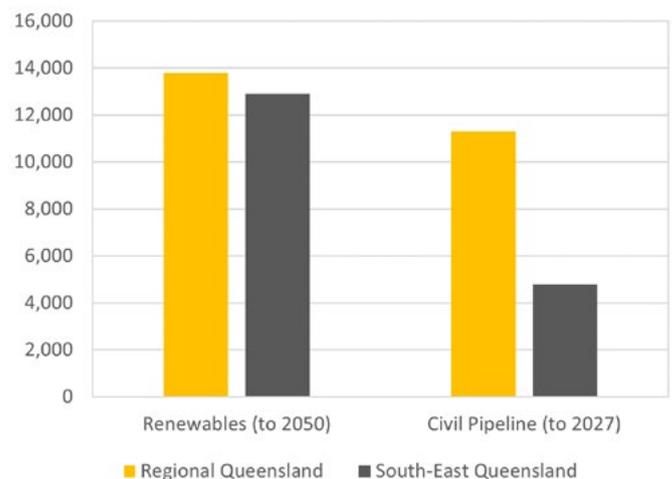
In 2022, almost a third of construction businesses couldn't fill vacancies, crippled by some of the largest labour shortages of any industry. Civil construction employment remains 20% below pre-pandemic levels, suggesting a current shortfall of at least 10,000 workers. Most shortages are from the pandemic era drop in overseas skilled migration, which still hasn't rebounded despite borders reopening.

Construction Workers Wanted – Apply in Regional Queensland

Forecast labour demand, Queensland

Figure 1

Source: CSQ (2022), QMCA (2022).
Renewables in Export and Domestic scenario, Renewables South-East Queensland includes Wide Bay.



There is a clear risk these shortages will become long-term. This will hamper the delivery of Queensland's next phase of growth, of which the renewables transition is a centrepiece. But this next phase also includes other bold ambitions like the 2032 Olympics and delivering a larger \$71.3b pipeline of civil projects by 2027, according to a recent QMCA report.

REGIONAL CHALLENGE

Regional Queensland will be the epicentre for both renewable projects and this larger civil pipeline. The regions could attract more than 60% of renewables investment alone over the next three decades, according to CSQ modelling.

Labour demand in regional Queensland will follow in lockstep. Whether it's the larger civil pipeline or just renewables projects, the regions will account for an estimated 60% to 80% of the civil construction labour footprint in future. For renewables this means up to 13,800 jobs over the next three decades, and 11,300 for civil projects over the next five years (see Figure 1).

Yet current labour shortages are most acute in regional Queensland, particularly for civil roles. Around two-thirds of the 10,000 shortfall in civil workers are likely in the regions, given that's where most civil projects are deployed. Meanwhile unfilled jobs ads are trending at a staggering 90% higher than pre-pandemic norms.



Author: Brett Schimming

A war for construction talent is raging outside South-East Queensland, but there are fewer workers around than ever before. If this turns long-term then our next phase of growth and the entire renewables transition is at risk.

In this environment, unique training and workforce participation initiatives will be needed throughout regional Queensland and should be mapped against the most urgent areas of construction skills shortages to capture renewable opportunities.

While there are challenges tied into the shifting of the state's energy production market, if executed well, Queensland's construction industry could benefit for many decades to come.

CSQ's Queensland's Renewable Future and the 2022 Queensland Major Project Pipeline Report provide a solid platform for industry and government to develop progressive workforce responses to new renewable projects.*

*Both reports can be accessed by [clicking here](#).



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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.

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

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

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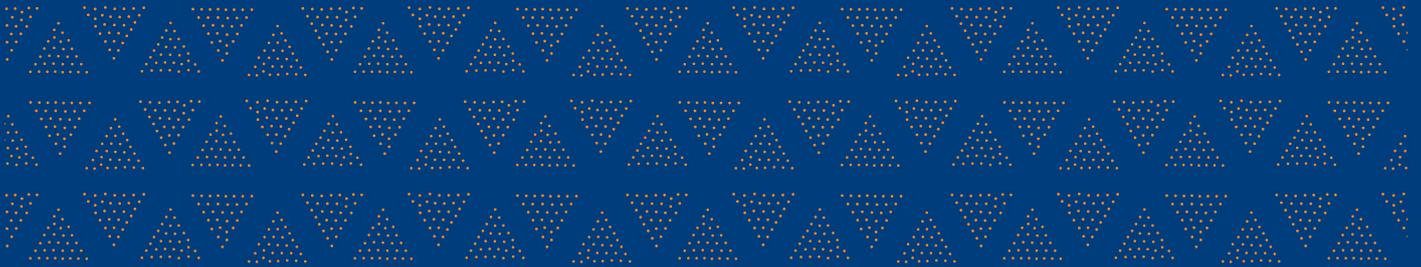
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