

THE CCF BULLETIN

MAGAZINE OF THE CIVIL CONTRACTORS FEDERATION WESTERN AUSTRALIA

EDITION 3 2021



CIVIL CONTRACTORS
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CCF WA survey highlights skill shortage

Civil People: Tobi Lawrence-Ward

100 years for Komatsu; 50 years for Major Motors ISUZU

Vale Menno Henneveld and Frank Mammoliti

*INSIDE:
WA Civil Construction
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Sany SY80U 8.8t Excavator POA
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Technical Specifications
Weight: 8.8 tonnes
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Bucket: 0.28m³
Max Dig Depth: 4.535m



Sany SY135C 15.1t Excavator POA
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Width: 2.59m
Bucket: 0.6m³
Max Dig Depth: 5.5m



Sany SY155W 15t Excavator POA
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Technical Specifications
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Bucket: 0.93m³
Max Dig Depth: 5.4m



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Technical Specifications
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Bucket: 1.5m³
Max Dig Depth: 7.33m



Sany SY500H 54.5t Excavator POA
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Technical Specifications
Weight: 54.5 tonnes
Length: 12.19m
Width: 3.64m
Bucket: 5m³
Max Dig Depth: 7.7m



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Edition 3 | 2021

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INSERT: 2021/22 Western Australian Civil Construction Industry Suppliers Guide featuring 100 CCF WA Associate Members

COVER PICTURE: CCF WA Member Komatsu is celebrating 100 years. Story page 14.



CIVIL CONTRACTORS FEDERATION

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Civil construction apprenticeship is a big step forward for our industry



This column could more accurately be titled "from the ex-President". At CCF WA's recent President's Breakfast/Annual General Meeting, I officially handed over to new CCF WA President Leon Fogliani.

I'm looking forward to stepping back a little but will still be actively involved as a CCF WA Board Member and as our representative on the CCF National Board – where I have gained an insight into the important role played by CCF National CEO Chris Melham and Executive Officer Duncan Sheppard, advocating to the Federal Government and representing the interests of CCF Members in all states.

It was a pleasure to present the CCF WA 2020/21 Annual Report and President's Report to a packed room of CCF WA Members at the President's Breakfast/AGM. In the President's Report I noted that CCF WA is proud to share our facility in Jandakot with Civil Train WA (RTO 45621), which is owned and operated by CCF South Australia.

Since taking over the civil construction

training functions a few years ago, Civil Train's Operations Manager Karyn Grant and her team have built a strong reputation for high quality training, which in the past year has translated into increasing numbers of civil construction trainees.

Karyn is one of many highly committed industry representatives on the CCF WA Civil Construction Industry Training Committee (CCITC). One of the committee's key aims is to raise the profile of civil construction training and promote the many varied and interesting pathways in civil construction, with a view to attracting more of the best and brightest to our industry.

Working with the Construction Training Council and other stakeholders, the CCITC put the case to State Government for converting civil construction traineeships into apprenticeships, and we were excited to hear that the Minister for Training, the Hon. Sue Ellery MLA, has just approved the variation of the Certificate III qualifications in Civil Construction (seven streams), Trenchless

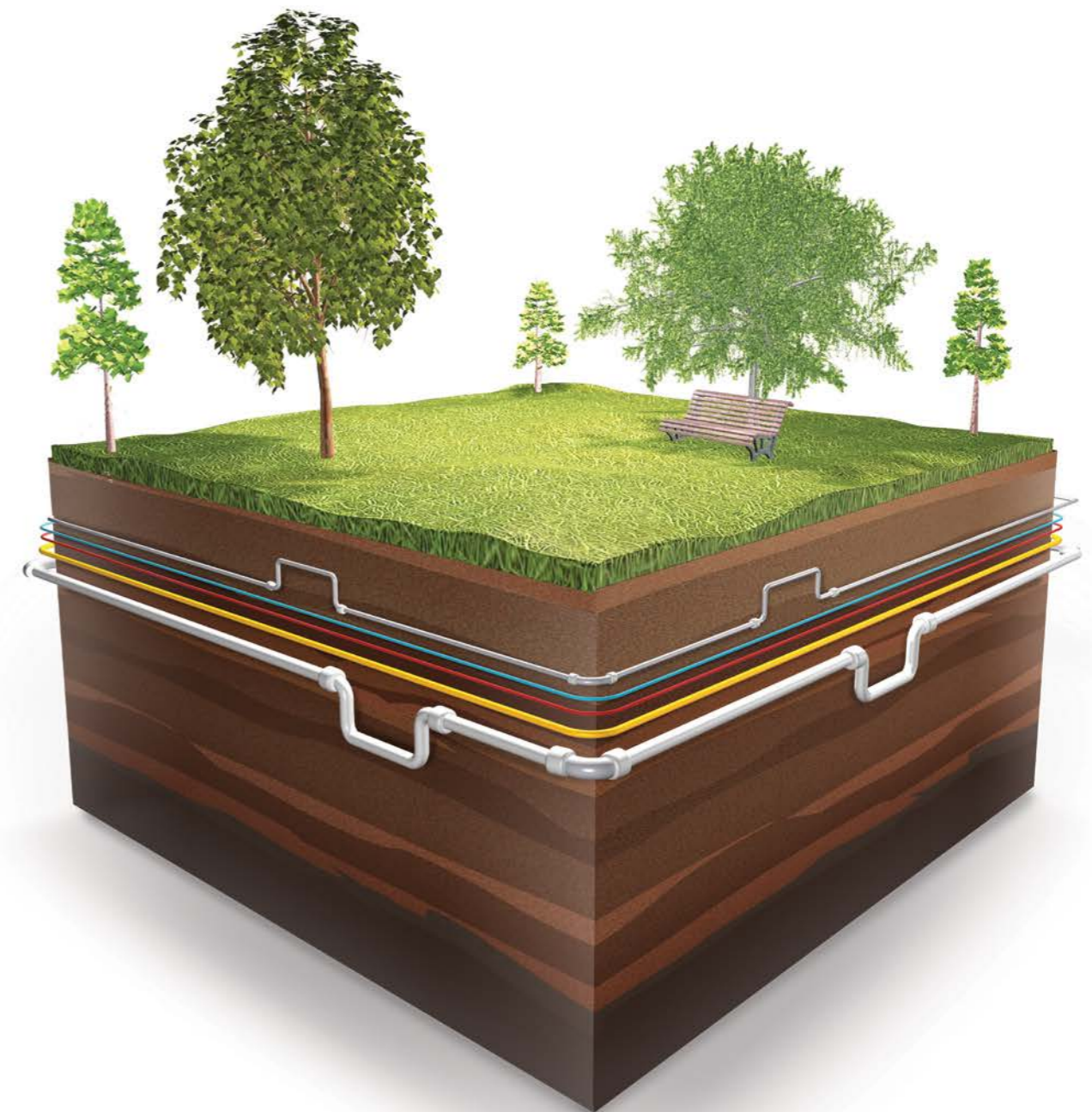
Technology and Civil Construction Plant Operations from two-year traineeships to three-year apprenticeships.

While there is still a lot to work through before the new apprenticeships are available for delivery, this is a massive step for our industry and everyone involved can be proud of their contributions – including the many Members who wrote letters of support for the proposal.

Before signing off as President, I would like to say it has been a pleasure to work with my fellow CCF WA Board Members Steve Tennant (Vice President), Stuart Buckby, Leon Fogliani, Tim Ryan, Dave Schlueter, Anthony Tsalikis, Mick Unger and Lissa Wypnaszko. Furthermore it has been an honour and a privilege to serve as CCF WA President over the past six years and I look forward to continuing to serve on the Board in support of Leon and our new Vice-President Dave Schlueter.

David Della Bona
CCF WA President

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CCF WA welcomes IWA Strategy and urges careful, incremental reform



Welcome to the third CCF WA Bulletin for 2021, and we hope you find plenty to inform and entertain you in these pages.

This issue features our annual Suppliers Guide, a listing of all our valued Associate Members with an outline of their services to the civil construction industry. The Suppliers Guide complements the Capability Guide, which was in our last issue, and includes company profiles and capabilities of our Contractor Members.

We are sometimes asked to clarify the difference between the two types of membership, and particularly whether subcontractors who perform specialised civil services are regarded as Contractors or Associates. It really boils down to this – if your company performs any onsite aspect of civil construction, whether as a head contractor, subcontractor, or provider of wet hire of equipment, then you qualify for Contractor Membership.

One thing that all our Members share is their support of CCF WA's vision of a strong, fair and sustainable civil construction industry. Every additional member makes our voice stronger, so if

you've been thinking of getting involved, please contact us and we would love to tell you more about CCF WA.

Infrastructure WA's recently released draft State Infrastructure Strategy is an impressive document and a testament to the hard work and extensive research and consultation by the IWA team led by Chairperson John Langoulant and CEO Philip Helberg.

In our response to the Strategy, CCF WA has welcomed the potential for greater certainty around the State Government's project pipeline via an annual State Infrastructure Program with a ten-year outlook. The value of this forward pipeline to contractors and suppliers cannot be overstated.

We share IWA's 20-year vision of a more well-resourced, appropriately skilled and sustainable infrastructure sector as a result of this pipeline, and we welcome IWA's commitment to more efficient and cost-effective delivery of WA's infrastructure program. We also support IWA's recommendation for incremental reform

in infrastructure project procurement and delivery. Our submission on the draft Strategy did sound a note of caution about embracing radical procurement models such as Project 13, which the draft Strategy suggests WA can 'learn from'.

While there is undoubtedly a need for major reforms to the way public infrastructure is procured and delivered, and especially around risk sharing, this can be achieved within the current proven, competitive, and equitable project-based contracting model.

CCF WA has recommended that any comprehensive procurement reform be undertaken in close consultation with the local industry and with a clear-eyed assessment of the objectives, risks and benefits. We must avoid being enticed by cleverly marketed but unsubstantiated claims of 'better value', and be wary of making revolutionary and potentially damaging changes to the local industry without understanding the consequences.

Andy Graham
CCF WA CEO



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State Budget: CCF WA welcomes strong infrastructure pipeline

CCF WA has welcomed Premier Mark McGowan's first Budget as Treasurer, which shows a strong and consistent pipeline of civil infrastructure works over the next four years.

CCF WA CEO Andy Graham said despite the challenges of COVID-19, the State's major infrastructure delivery agencies and corporations – Public Transport Authority, Main Roads, Water Corporation, DevelopmentWA and Western Power/Horizon Power – had partnered with industry to deliver a record \$4.3 billion civil infrastructure program last financial year, nearly \$700 million more than the previous financial year. [See chart below]

"That's been a huge effort under the

circumstances by all involved, and demonstrates the strong working relationship between civil contractors and suppliers and our major clients in State Government," Mr Graham said.

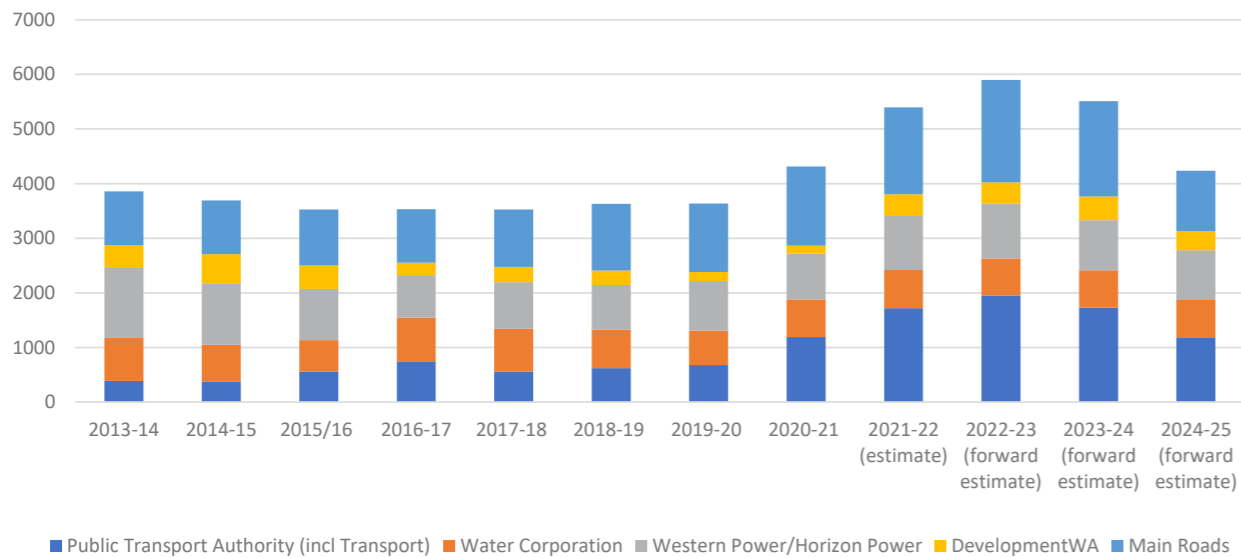
"This financial year, those infrastructure agencies and corporations are budgeting to spend a combined \$5.4 billion, out of an overall \$8 billion State Government asset investment program," Mr Graham said. "That's going to be a huge challenge given the skills shortages our industry currently faces, which is why we endorsed the State Government's proposal to smooth the transport infrastructure pipeline.

"In the short-term, however, it has

resulted in fewer opportunities for some contractors with spare capacity who were keen to bid on the new projects that have been deferred. So we encourage the government to work with those companies and find ways to support them in retaining that capacity."

"Going forward, we will continue to advocate for sensible disaggregation of major projects where appropriate. It makes sense to encourage a sustainable local contracting industry by procuring projects as head contracts that align with local capacity. This requires the delivery agencies to be adequately resourced so they aren't compelled to aggregate projects."

Asset investment programs, key State Govt infrastructure delivery agencies/GTEs



DMIRS provides roadmap for SoP implementation

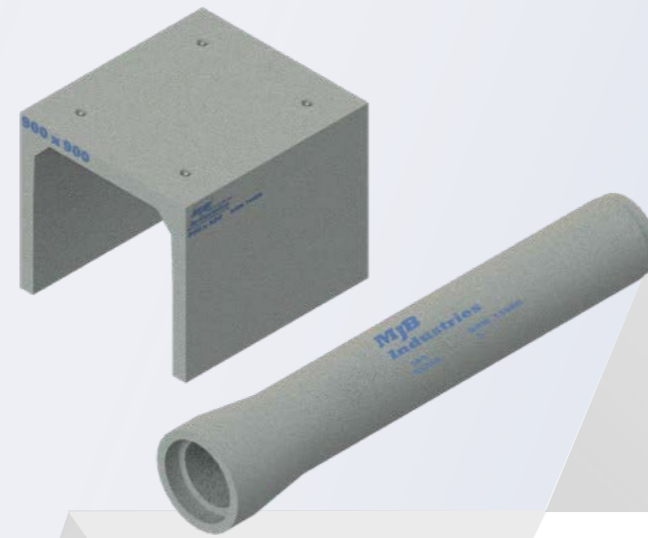
The Building and Construction Industry (Security of Payment) legislation has now passed through Parliament. The legislation includes a mandatory retention trust scheme, gives contractors a right to claim monthly payments, and outlines a rapid dispute resolution process.

The Act will be implemented in three stages to ensure that businesses have the time necessary to prepare for the changes.

The first stage of implementation will be the proclamation of

priority parts of the Act (such as the new security of payment laws) and the regulations required to operationalise the Act, the target date of which is August 1, 2022.

Industry consultation will occur on an exposure draft of the regulations and the Department of Mines, Industry, Regulation and Safety will be rolling out a range of industry education initiatives to support each stage of implementation to assist industry participants in getting ready for reform.



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Survey says civil construction industry needs thousands of skilled workers

The Western Australian civil construction industry needs 3,900 additional workers to help it deliver a strong pipeline of infrastructure projects, according to a survey conducted by CCF WA.

Plant operators are most in shortage, with more than 1,300 skilled operators of earthmoving, paving and other machines needed to meet demand state-wide. There are also significant shortages of concreting workers, plant mechanics/fitters, and civil engineers/project managers.

CCF WA CEO Andy Graham said the wide-ranging labour shortages identified in the survey reflected the current healthy activity in private and public sector civil construction.

"There's a good pipeline of government works, particularly in major transport projects, along with strong activity in new subdivisions and in mining construction," Mr Graham said.

"When you combine all that with a highly competitive WA jobs market in general, and severely limited access to skilled workers from overseas and interstate due to COVID-related travel restrictions, the result is thousands of job opportunities."

Mr Graham said civil contractors were actively working with their clients in government and in the private sector to ensure projects stayed on track where possible.

"We've had good discussions with the State Government on smoothing the transport project pipeline, which will take some of the pressure off the next year or two and free up more people and equipment for other work," he said.

"Contractors and suppliers are also working with their private sector clients in land development, resources construction and other sectors to manage issues created by the buoyant civil construction market. Through a spirit of collaboration, we can minimise the effects of current labour shortages and escalating equipment and materials costs, and ensure businesses stay healthy and projects stay on track."

Mr Graham said strong civil construction activity was good news for Western Australians, especially people looking for entry-level roles.

"The industry strongly supports the government's 'WA jobs' focus. The

Infrastructure Ready program, which will give hundreds of Western Australians a fresh start in civil construction, is a good example of how we're working with government to create local jobs. Our message to Western Australians is, if you're up for the challenge of working in civil construction, then we want to give you a chance."

Mr Graham said recent additional government training incentives had been welcome and had led to strong take-up of civil construction traineeships, reinforcing the industry's commitment to training.

"We expect the introduction of civil construction apprenticeships will create a clearer, stronger career pathway into our industry," he said.

"But the reality is we're short of skilled and experienced people, right now. Excavator, loader, and grader operators, for example, can take years to reach the level of skill and productivity required on complex infrastructure projects. Just like any other construction trade, it takes time. So we do need to look at increasing skilled migration to fill some of critical skills gaps in the short to medium term."

CCF WA joins in renewed industry call for COVID safety on WA sites

The Civil Contractors Federation WA has partnered with a coalition of Western Australian construction industry associations and trade unions to release an updated COVID-19 risk management guide. The group has renewed its call for constant vigilance and close observance of infection avoidance protocols on all WA construction sites.

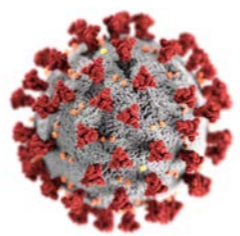
CCF WA CEO Andy Graham said it was vital that civil construction sites in WA continued to follow COVID safety


protocols around distancing and hygiene.

"As recent construction industry closures in other states have shown, we can't afford to be complacent," Mr Graham said. "COVID-safe protocols should be at front of mind on sites and observed at all times."

The updated COVID-19 health, safety and wellbeing guideline for the Western Australian building and construction industry is available for download in the News section on CCF WA's website.

COVID-19 health, safety and wellbeing guideline for the Western Australian building and construction industry







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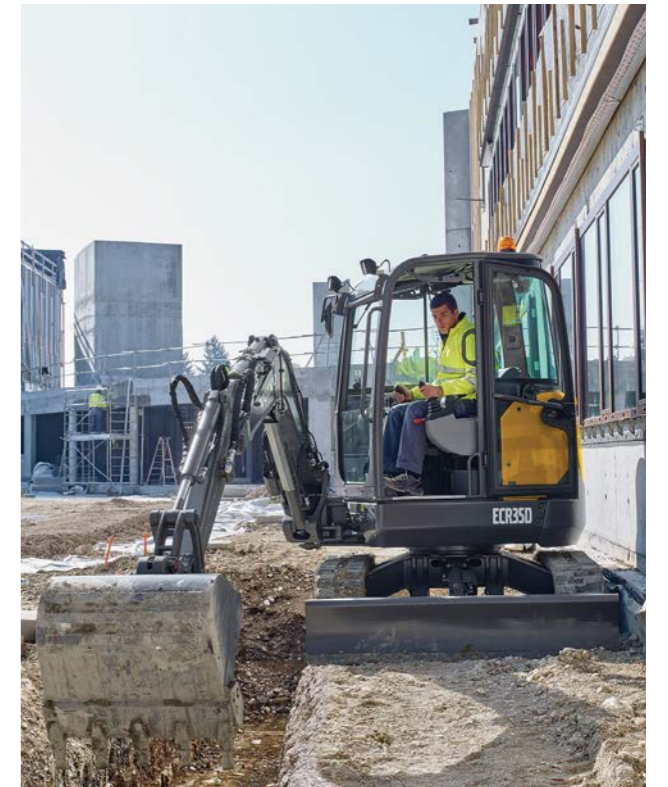
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Infrastructure Plan charts reform agenda

CCF has welcomed the release of Infrastructure Australia's Australian Infrastructure Plan and has encouraged governments to work with industry to deliver on much needed reforms.

CCF National CEO Chris Melham said the Plan came at a pivotal time for Australia, as the COVID-19 pandemic continued to have a significant impact on our community, our economy and our way of life. "The Australian Infrastructure Plan provides a comprehensive set of recommendations designed to maximise the benefits of the Federal Government's \$110 billion Infrastructure Program, as

well as the infrastructure investment programs being delivered at the state and territory level," Mr Melham said.

"I welcome the positive reforms set out in the Plan aimed at strengthening the infrastructure sector and building its capacity. CCF also acknowledges Infrastructure Australia's engagement with industry to develop the Plan, and I am pleased to note that the Plan picks up on many of the critical reforms identified by the civil construction industry.

"These include a more coordinated infrastructure project pipeline, strengthening industry and government

collaboration on infrastructure projects, and improving procurement processes.

"In particular, a strong theme emanating from the Plan is the need for greater collaboration between industry and government to better manage project risks, and we look forward to working with jurisdictions to progress this much needed reform. CCF's submission to the House of Representatives Inquiry into Federal Infrastructure Procurement highlighted this as a key challenge, and I am glad Infrastructure Australia has acknowledged this as a reform priority."

Minister receives regional roadworks signage review recommendations

Transport Minister Rita Saffioti has received the Regional Roadworks Signage Review recommendation report into temporary road signage.

CCF WA and other industry groups and stakeholders contributed to the Review as part of a reference group chaired by Department of Transport Executive Director Regional Services Dennis O'Reilly.

CCF WA CEO Andy Graham said a focus of the Review had been to address community perceptions that roadworks signage was too easily knocked over, or was displayed at inappropriate times.

"One of the key takeaways for me is the need for Government and our industry to work together on educating road users that speed restrictions are often necessary through road works sites, even when no workers are visible," Mr Graham said. "We also need to work together to give temporary traffic management greater recognition as a critical process in roadworks, right from the tendering phase.

"It was a pleasure working with fellow reference group members, ably led by our chairperson Dennis O'Reilly, and I'm looking forward to further engagement as recommendations are actioned."



Transport Minister, the Hon. Rita Saffioti receives the Regional Roadworks Signage Review recommendation report from (left to right): Cam Dumesny (Western Roads Federation); Iain Dainty (WorkSafe); David Fyfe (Livestock and Rural Transporters Association WA); Chris Nelson (Transport Workers Union); Stephen O'Dwyer (Traffic Management Association); Dennis O'Reilly (Dept of Transport); Ian Duncan (WALGA); Peter Pikor (IPWEA); Sarah Macaulay (RAC); Philip Yap (Engineers Australia); Andy Graham (CCF WA); Mick Sutherland (WA Police). Absent: Adrian Warner (Road Safety Commission).

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What started as a casual job in the office of the family business has transformed Tobi Lawrence-Ward into one of the most driven entrepreneurs in the industry. By **Caroline Boyer**

Tobi Lawrence-Ward is the owner and Managing Director of CCF WA Member Abaxa – the largest company in a specialised industry of utility locating in the Western Australian market, and may have the most utility locators under one company roof in Australia.

Operating as Abaxa for more than 20 years, the business first began in the civil construction industry in 1980 as WH Location Services under the ownership and direction of Ms Lawrence-Ward's father, Michael Ward – one of the first Telstra accredited plant locators in the state.

Abaxa has been a key part of many notable major infrastructure

“COVID last year was really stressful as a business owner. Last year was probably one of the biggest challenges I've had in 20 years.”

projects in recent years including the Perth Airport redevelopment, the Perth Metro tunnel under the city, the Mandurah to Bunbury Highway, and Elizabeth Quay – as well as working with utilities, local governments, and other government authorities.

Speaking to Ms Lawrence-Ward about the business, there's obviously a lot of pride in producing a high-quality service and commitment to risk management. As she says: “There's an assumption that all locating is equal, but it's not” – and with every client there's a goal to get to low risk and still manage a budget.

This attitude is what prompted the development of the company's 3 Degrees of Safety system – a system patented by Abaxa to establish and manage risk under the duty of care in the code of practice.

The business is also constantly training its staff. All of Abaxa's technicians are accredited through training that isn't on offer at TAFEs or Universities in Western Australia and is done in-house.

While the training landscape has changed in recent years with

more providers entering the market, this type of training is still not as accessible in WA as it is in the eastern states. This sees Abaxa flying trainers in at times – including from the United States. So, as it turns out the business isn't just a utilities locator but a trainer too – but in all seriousness, Abaxa's success is in part due to its area of specialisation and focussing on locating as its core business.

Ms Lawrence-Ward's love for the creative, garnered from a degree in architecture, is transferred to the business – creating systems, processes, and managing people. Another factor surely contributing to Abaxa's success.

Like many small businesses, it hasn't all been smooth sailing. Not long after joining the family business, market conditions requiring extremely tight margins combined with plenty of overheads and equipment, and missing out on one big tender, saw the business face insolvency. At that point, a strong link to family saw Ms Lawrence-Ward step in. With the buy back of two trading names and a vehicle, a desire to succeed and willingness to take on a challenge, she was determined to get the business going again. The company's property arm was eventually sold and the locating business stayed. But it meant starting from scratch.

“At that time, I had my son, was doing the Uni degree, and running the company,” Ms Lawrence-Ward said. “That's where I left interior architecture. I did the four years except for my thesis, so I've got my thesis to finish off – but you know, I had to make choices at that time.

“The next challenge came at the end of the mining boom when the market was in 80 per cent decline ... You get through that and think, okay, everything's looking up – and then you've got COVID.”

The timing of the release of projects around COVID saw Abaxa needing to be agile and trying to prepare for unknown operating

risks on a daily basis. Anyone who has a business knows how hard it can be to remain agile while still having the required cash flow. “COVID last year was really stressful as a business owner,” Ms Lawrence-Ward said. “Last year was probably one of the biggest challenges I've had in 20 years.”

The fact that the construction industry was seen as an essential service offered some comfort but the question of how long the business could survive if everything got locked down was always hanging over her head.

“That uncertainty was the biggest negative factor. Uncertainty about how you're going to operate and look after your people – especially in a business that's already keeping it fairly lean and agile to remain competitive,” she said.

Being so busy can mean not stopping to think too much about where you've been, but when asked about personal career highlights, Ms Lawrence-Ward said: “It's having a great team to work with, feeling that you contribute to someone, and that they value your contribution.”

The same sense of commitment she gave to rebuilding the family business flows through to her approach to Abaxa's employees; and a desire for training, coaching and leadership saw Ms Lawrence-Ward sign up as a mentor in CCF WA's Women in Civil Mentoring Program.

Ms Lawrence-Ward's own mentoring process has her stepping out of the business to partake in an independent, external Board of Directors along with other business leaders who provide input into business strategy. She cites Keith J. Cunningham as somewhat of a mentor, and says she has received a great deal of personal support from Peter Rowles, founder of Underground Services.

A second highlight is getting respect in the industry for her expertise. After dedicating 20 years to one thing, it must feel good – being in business for so long and maintaining a leadership position. A position that has stemmed from continued learning and development and seeing client relationships grow.

So, the highs aren't single points in time but a consolidation of learning and commitment over many, many years.

The passion to build, grow and succeed doesn't stop here, with plans to move into a more engineering space. A recent project for Western Power saw Abaxa work in pre-construction, assessing ground conditions and suggesting routes, and the inclusion of void scanning.

On the back of the job with Western Power, Ms Lawrence-Ward is excited to be able to share this new service offering with her clients. And that's where the niche is – being high quality risk assessors and not just locators.



Dean Jones (Komatsu) with Paul Somerville (Central Earthmoving).



Komatsu celebrates 100 years

Originally established in 1921 by Meitaro Takeuchi in Komatsu City, Japan, this year Komatsu celebrates its 100th anniversary.

In Australia, Komatsu products were initially sold through LeTourneau Westinghouse (later renamed WABCO), selling more than 500 Komatsu dozers and crawler loaders to Australian customers in the first seven years.

From the late 1970s, Komatsu began rapidly expanding its range of construction and mining equipment, adding dump trucks and scrapers to its existing lines of dozers, wheel loaders and crawler loaders.

By August 1980, the company had become Komatsu Australia and appointed a national dealer network to handle its entire range of construction and mining equipment. Now under a single distribution network, Komatsu Australia is responsible for supplying and supporting customers across Australia, New Zealand and New Caledonia.

One of Komatsu's key achievements is its dedication to training. It currently employs 75 apprentices in its Western Region covering Western Australia and the Northern Territory, with its 2021 apprentice intake being 50 per cent female. Komatsu sees a strong

apprenticeship program as being critical to addressing the pressing skills shortages in the construction and mining industries.

Construction is also set to commence on a new \$6 million state-of-the-art training facility in Welshpool, Perth. This innovative training centre will be highly interactive, technically advanced, and globally connected, with futuristic capabilities that will help establish career pathways into high technology areas of autonomous and smart construction.

Komatsu has also achieved success with its intelligent machine control (iMC) equipment which makes use of fully integrated machine control systems to enhance efficiency, performance, productivity and accuracy; and its range of hybrid excavators offer unprecedented levels of fuel efficiency, saving multiple tonnes of greenhouse gases every year.

The company is also rapidly developing new products and solutions that will enhance the ability to operate sustainably into the future. Two recent developments include the June 2021 unveiling of a fully electric mini excavator prototype, which the company plans to bring to market in the next few years, as well as the announcement of a collaborative customer alliance, the Komatsu Greenhouse Gas (GHG) Alliance

to advance zero-emission equipment solutions, initially focussing on zero emission mining trucks.

As it enters its second century, Komatsu continues to lead the way integrating ICT into the construction industry. One of the most recent developments already transforming the way the industry operates is Komatsu Smart Construction technology, providing integrated product, service and support solutions across all phases of a project from planning and design, through to construction, and ongoing asset management.

And in September 2021, it is launching the iSite visualisation solution for quarrying and large civil construction projects, covering site management, production, machine health, and safety.

During its next 100 years, Komatsu will focus on supporting the construction, mining, forestry, industrial machinery and agriculture industries in their transformations to the digital workplace of the future: equipment and people, connected through smart technologies on an open platform, driving towards zero harm, zero waste and zero emissions – and by helping to digitise jobsites worldwide, Komatsu will empower its customers to optimise on-site operations towards a carbon-neutral environment.

Smartstream challenges traditional thinking in access chambers

Smartstream Technology has undertaken the first stage of the trial installation of its SmartPit Access Chamber for a stormwater pit in Henley Brook.

This groundbreaking trial of the SmartPit in such an application signals yet another challenge to traditional thinking and the traditional way of constructing access chambers. It also complements the PE plastic ribbed pipes that are becoming more prevalent in preference to concrete pipes.

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CCF WA Members to benefit from discount on bank guarantees with Assuro

CCF WA is pleased to launch a partnership with Perth-based business Assuro that could provide significant savings to CCF WA Members via special pricing on Assuro's bank guarantee product.

Working alongside one of Australia's leading banks, Assuro currently offers bank guarantees with fees starting as low as 1.25% p.a. with a \$330 establishment fee (GST included). For CCF WA members, these fees reduce to 1.10% p.a. and \$330 establishment fee (GST incl).

CCF WA CEO Andy Graham said the bank guarantee discount was part of CCF WA's ongoing commitment to providing value to Members.

"We are grateful to all Members for supporting their industry group, and it's great to be able to 'give back', in a sense, with this Member Benefit,"

Mr Graham said. "I would like to congratulate Leon Weston and the team at Assuro for bringing this innovative product to market, and we look forward to a long and mutually beneficial partnership."

Assuro's bank guarantee product is complemented by their free online platform, which allows contractors to monitor and manage all their bank guarantees and bonds online, all in one place.

For more information on Assuro and their bank guarantee product visit www.assuro.com.au. To qualify for the exclusive CCF WA Member rate of 1.10%, when applying, Members just need to answer "yes" to the field "is the company a member of any trade organisation" and select "Civil Contractors Federation" from the dropdown.



New track loaders and wheel loaders from CASE load up on power & comfort

McIntosh & Son Perth General Manager Mike Foskett says the operator environment in the new G-Series CASE wheel loaders is the most intuitive, comfortable and easy to manage environment of any CASE wheel loader ever produced.

"It was heavily influenced by automotive

design, so you'll see electro-hydraulic controls, ergonomic design and operator interfaces that make operation simpler and more efficient," Mr Foskett said.

Greater visibility to all sides of the machine has been achieved by a new, one-piece rounded windshield, a rear grid defroster and redesigned external mirrors

more optimally placed to prevent operator fatigue. The G-Series loaders also feature an all-new HVAC system that Mr Foskett believes achieves "the fastest cab cool-down of any loader in the industry and excellent heating/defrosting/defogging capabilities."

The new B-Series skid steer and compact track loader range also offers a market-leading operator environment. Boasting one of the roomiest cabs in the industry, Mr Foskett said new controls designed to provide extra legroom and the fully sealed and pressurised cabs reducing noise and dust, had been a highlight for users.

"We get a lot of positive feedback on the B-Series cab, from the amount of space to the heated seats and temperature controls, to the super quiet operation once you're inside," Mr Foskett said.

"Plus, the large LCD screen and oversized buttons make the functions quick to find and easy to use."

For more information on the Case Construction range, or other earthmoving, construction or turf equipment enquiries, head into the Perth dealership or contact them via mcintoshandson.com.au



McIntosh & Son Perth General Manager Mike Foskett

Asphaltech MD's leadership honoured

CCF WA Member Asphaltech Group Managing Director Tony Tuffilli has been named winner of the prestigious 2021 Industry Leadership WA State award by the Australian Flexible Pavement Association (AFPA).

The award, presented at AFPA's annual awards ceremony in August, recognises Mr Tuffilli's outstanding leadership, commitment and contribution to the flexible pavement industry.



Kerman to build CBH fertiliser facility

CCF WA Member Kerman Contracting has been awarded a major contract by the CBH Group for the design and construction of a bulk and liquid fertiliser import, storage and dispensing facility at CBH's Export Terminal in Kwinana.

Detailed design work on the project will commence immediately with site work due to start in January 2022 and an expected project completion in the first half of 2023.

"We are very proud to once again work with the CBH Group to design and construct this world class facility for one of our most valued clients," Kerman Managing Director Chris Kerman said.

Kerman's first project for CBH was the Northampton Fixed Storage facility in 1995. Since that time, Kerman has designed and constructed over thirty significant projects for the CBH Group including multiple port and upcountry fixed storage facilities, rapid rail loading facilities and grain processing projects at CBH's Metro Grain Centre in Forrestfield.



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Major Motors ISUZU celebrates 50 years

Pictured: Major Motors Isuzu Managing Director Bob Pearce (centre) with senior staff members.

CCF WA Member Major Motors Isuzu celebrates its 50th anniversary this year. Major Motors is an institution in the Western Australian motor vehicle industry with a lineage that can be traced back to 1934, when Attwood Motors in Stirling Street, Perth started selling Vauxhall and Bedford trucks. The company relocated to Belmont and Fremantle in 1971, and in August of the same year was renamed Major Motors.

In 1973, when General Motors acquired a share of Isuzu Motors Japan, Major Motors became an Isuzu truck dealer and has focused solely on the increasingly popular Isuzu range since the early 1980s.

The Fremantle operation moved to O'Connor in 1998 and then to the current state of the art facility in Bibra Lake in 2016. After

35 years in Belmont, Major Motors made the move in 2006 to its main centre of operation in Forrestfield.

Major Motors also has a parts and service centre in Malaga, and a Port Hedland branch was opened in 2009. Major Motors also acquired South West Isuzu in Bunbury in 2002 (formerly known as JEM Truck Sales).

Major Motors acquired the Isuzu Ute franchise in 2010, which it sees as a perfect fit with the Isuzu truck range. The ute franchise operates from the Bibra Lake and Bunbury dealerships.

With the release of the new model D-MAX in 2020, and a new MU-X in August of this year, the business is thriving. Managing Director Bob Pearce has been with the company nearly 50 years, starting as an admin clerk in 1971. Another current employee, Paul Alderson, started in December 1970, and currently works as a delivery driver at the Forrestfield branch. He was one of the original seven employees from the Belmont branch in 1971, and leads a long list of many long-term team members at Major Motors, including Fleet Sales Consultant Richard Morosini and Heavy Vehicle Sales Manager Frank Johnston, who joined the business in 1988 and 1989 respectively.



Right: Bob Pearce handing over the keys to Kevin Jacobs, Ready Mix contractor who took delivery of the first FVZ1400 sold by Major Motors circa 1987.



Brooks snares Sany dealership

Brooks Equipment has officially been appointed as authorised dealers for Sany in Western Australia. The relationship began over 12 months ago when Brooks Group General Manager, Stuart Brooks, was contacted by Sany Business Development Manager George Fang. Mr Fang had flown into Perth to establish opportunities for Sany equipment in the Western Australian market.

With over 40 years' experience in the earthmoving equipment industry, and with the largest fleet of excavators in Australia, Brooks was an obvious first choice for Sany. This initial contact led to Sany offering Brooks Hire three excavators to trial in their hire fleet.

The excavators were exposed to rigorous trials in the northwest of WA, one of the harshest landscapes in Australia. They excelled in every aspect.

At that time, Brooks Equipment were actively seeking a dealership to add to their growing new equipment sales department. With quality brands such as Husqvarna, Italdem, Genmac, CompAir, Chicago Pneumatic, and Euromacchine already on board, Brooks equipment floated the possibility of also becoming authorised dealers for Sany.

"We wanted to offer our customers an opportunity to buy first rate equipment at very competitive prices," Brooks Equipment General Manager Nathan Fenemer said.

After trialling the excavators in their hire fleet, management at Brooks Equipment were satisfied that the product was gold class standard.

"Every model that we tested did not miss a beat in over 12 months of hard work," Mr Fenemer explained.

"We know and trust this product and have firsthand experience that we can share with our customers."

Upon finalisation of the dealership agreement, Brooks Equipment

took delivery of eighteen new Sany excavators ranging in size from 1.6 tonne to 54.5 tonne. All Sany excavators purchased through Brooks Equipment will come with optional upgrades, access to genuine parts, a service guarantee, and finance options including 'rent to buy'.



"Having the opportunity to work with a global leader in construction equipment manufacturing is a privilege. We look forward to showing our customers the incredible value this partnership will deliver them," Mr Fenemer said.

Brooks Equipment's head office is located on the corner of Orrong Road and Murray Road North in Welshpool. Sany equipment can be purchased from any of Brooks Equipment's nine Western Australian branches.

Georgiou awarded highway upgrade

CCF WA Member Georgiou Group has been awarded the \$103 million Bruce Highway - Saltwater Creek Bridge Upgrade by Queensland's Department of Transport and Main Roads.

Eastern Region Executive General Manager Gary Georgiou said the project will see Georgiou build on their great relationship with TMR and the local Maryborough community. "Having delivered the Bruce Highway (Tinana Interchange) in 2017, our experienced team will be looking forward to getting back to the Maryborough region and delivering another piece of infrastructure that will improve road safety for motorists," he said.

Construction has commenced and will be set for completion by the end of 2023.

SKA subcontracting opportunities

The SKA Project is a global mega-science project to build the world's largest radio telescope.

Developed as a two-telescope observatory comprising SKA-Low in Australia and SKA-Mid in South Africa, SKA-Low will be located in Western Australia on the Murchison Radio-astronomy Observatory, about 360 km north-east of Geraldton. The SKA-Low telescope will be made up of 131,072 antenna, spread across 512 field stations with up to 65km between stations.

Companies wishing to explore subcontracting opportunities on the SKA Project can register interest via the ICN Gateway webpage at: <https://gateway.icn.org.au/project/4730/the-ska-project>. Details will be provided to shortlisted prospective Tier 1 companies.

Infrastructure Ready transforms travel consultant to rail worker

CPB Contractors is helping to create a sustainable civil construction industry by providing opportunities and pathways for the unemployed to be part of Western Australia's major transport infrastructure boom.

When the COVID pandemic hit, 52-year-old travel consultant David Zaharopoulos found himself unemployed.

After 15 years in a corporate environment, Mr Zaharopoulos jumped at an opportunity with North Metropolitan TAFE, as part of the Infrastructure Ready program, which has landed him a full-time job with CPB Contractors, working on METRONET's Yanchep Rail Extension.

The Infrastructure Ready program teaches basic construction skills for newcomers to WA's major transport infrastructure boom.

Key industry partners include CCF WA, the Construction

"After years in an office, work is now good fun and if you put in the effort it'll pay off."
- David Zaharopoulos, CPB.

Contractors Association, and the Construction Training Fund.

"Never in my life did I think I'd be building a train line!" Mr Zaharopoulos said. "On my first day of work experience with CPB Contractors I was offered a traineeship."

Mr Zaharopoulos, who has been in the workforce since age 15, said he struggled being unemployed and his mental health suffered.

"I was used to doing things and I was ready to step out of the unemployment rut and take on a new challenge," he said.

"Changing careers has been amazing. I've lost 12 kilos. The physical health benefits of working outdoors have been huge but the mental health benefits of working on a significant project and the comradery of the job site are life changing.

"If you're keen to learn and enthusiastic, everyone is willing to help and teach you. I've never felt stupid for asking questions. After years in an office, work is now good fun and if you put in the effort it'll pay off."

CPB Contractors has hosted 18 Infrastructure Ready trainees on WA projects, and offered full-time employment to 33% of those trainees. With the steady pipeline of infrastructure works in WA, CPB Contractors looks forward to creating more opportunities to grow the state's construction industry.

Tatra takes you further



Tatra trucks are best known for their unique chassis design and enduring performance in extreme and demanding conditions. The driving force is the use of a central load-carrying tube and axles with independently suspended swinging half axles bolted together into a single unit. The half axles move freely which enables the rest of the truck to remain stable and take on the toughest terrain without losing traction, all while maintaining a constant speed.

Offroad Trucks Australia and Tatra Trucks have a history that goes back over 25 years, and many advancements have been

established in that time, including the release of its new Heavy Duty Phoenix range.

One of the highlights of the new Heavy Duty Phoenix Range is the combination suspension with the option of up to 52t Gross Vehicle Mass (GVM) on an 8 x 8 model or 62t GVM on a 10 x 10 model. The range now features the MX13 Paccar engine, renowned for its fuel economy, durability and smooth operation, and the efficient Allison automatic transmission. The 8 x 8 model has an Allison 4500 and the 10 x 10 model has an Allison 4700.

Another key feature in the new Phoenix heavy duty range is hub reduction axles, also known as planetary axles. These axles split the torque between the differential and the planetary gears in the wheel hubs. As the torque is spread over several gear cogs it strengthens the design – an ideal fit for extra-heavy-duty work. There are various wheelbase options to suit different applications.

Offroad Trucks Australia has branches in WA and QLD, dealers in NSW and SA, and over 100 authorised service outlets throughout Australia. Offroad Trucks Australia offers 24/7 mechanical, technical and parts support throughout all of Australia and offers spare parts off the shelf in Australia.

For more information, contact Offroad Trucks Australia National Sales Manager Lee Morley on (08) 9459 8911 or sales@offroadtrucks.com.au

Facilitating successful change as a leader

Regardless of whether you are running a small or large business, change is a daily constant as a leader or manager. Between managing evolving customer needs, the performance of your team, operational efficiencies, developing new strategies, profit, growth and much more, there is no shortage of spinning plates to keep in the air. The challenge we are faced with is that studies have shown that whilst we all appreciate that change is required in our businesses only 30 per cent of change initiatives are actually successful.

As a leader or manager these are the practical things you need to consider in your roles to enhance your ability to drive successful change:

1. Reflect on what historical behaviours you need to UNLEARN that are limiting your performance (refer to the book by Barry O'Reilly called Unlearn that may help here).
2. What NEW skills and innovations do you need to build capability in to drive the business forward.
3. Are you acting as a role model to your teams (your team are 5.3 times more likely to be successful

implementing change initiatives as a result).

4. Involve key employees in any change initiative (ie any employees who are influencers within your business)
5. What are your energy levels like to see any change through to the end – are you competitive or do you just give up.
6. Do you have a GROWTH or FIXED mindset - there is no doubt a growth mindset will always heighten your success.
7. Are you good at coaching your team and keeping your team accountable to actions that have been agreed.

Chris Mandzufas is a Director at Brentnalls WA, a CCF WA Associate Member firm.

If you have any questions on any of the above or would like some guidance on forecasting and financial management in your business, please contact Chris directly on (08) 6212 7200.





GCM showcases surface miner to produce road construction materials

In June this year, CCF WA Member Global Civil & Mining (GCM) hosted a number of civil engineers and contractors to a viewing of one of their 100t surface miners operating with their new proprietary dry dust extraction unit in a gravel pit in the Perth eastern hills.

Surface miners can undertake excavation, crushing and loading activities all within the one piece of surface mobile plant. Traditionally surface miners have been used to complete bulk earthworks for roads, drains or foundations as well as for mining coal, bauxite, salt and iron ore. However, recently GCM has been applying their surface miners further upstream in the civil construction industry to supply road building materials either from gravel borrow pits or directly from road design alignments.

The novel use of a surface miner in this application offers a number of advantages including low start up complexity, less plant on site, re-activation of abandoned borrow pits considered too hard to dozer rip, less waste and lower costs.

Guests at GCM's surface miner viewing observed the milling



performance of GCM's Wirtgen 2500SM surface miner as it excavated the ferricrete borrow pit to produce a milled sub-base material. Traditional gravel pit operations would include dozer ripping and cross-ripping before feeding a crushing and screening plant; the surface miner method removes the need for dozer ripping and reduces the size of crushing and screening plant.

GCM Managing Director, Kane Blackburn, noted at the surface miner viewing: "The particle size distribution of milled material from the surface miner is typically at least 95 per cent passing 100mm, which neatly falls within the majority of road building sub-base specifications."

Mr Blackburn said there was typically less than 15 per cent of material greater than 37.5mm, so that with some simple screening of the milled material a basecourse product could be produced quickly and efficiently.

GCM has been partnering with some of Main Roads Western Australia's regional offices to refine the surface miner operating model for both road re-shaping and construction as well as gravel borrow material supply. Early projects have been successful and Main Roads has drafted a Guideline on the Use of Surface Miners, which is anticipated to be published shortly.

Ross Keeley, Main Roads Manager Strategic Materials, said: "With significant investment being made in WA road infrastructure by the State Government, MRWA Materials Engineering is always interested in innovative methods to safely and efficiently extract natural resources for road building material. The use of a surface miner is one such method, as it reduces future environmental footprint because it enables MRWA to extract gravel by returning to abandoned borrow pits previously considered exploited."

In addition to road construction material production, GCM used the viewing to showcase their newly developed dust extraction unit. The unit was developed internally by GCM.

GCM Asset and Reliability Manager, Jady Samelko, said: "The design brief was to develop a fully integrated, dry, self-cleaning and self-emptying system that would withstand the rigours of operating in the harsh Australian conditions."

The end result is a vacuum filtration system fitted with twelve

MERV11/F6 rated filters that reduces dust by at least 99 per cent (as observed in the before and after photos below). Guests commented on the high performance of the dust extraction unit and expressed interest in the use of a surface miner for civil projects within and nearby residential areas to minimise any dust impacts to residents.

If you are interested in receiving any information on GCM's surface miners or wish to be contacted with regards to any future viewings, please contact GCM on 9258 3900 or admin@globalsm.com.au



Before (left) and after (right) the addition of GCM's newly-developed dust extraction unit.

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Vale Menno Henneveld

The passing of Menno Henneveld in early June this year cost the Western Australian civil contracting and engineering sectors one of its pre-eminent engineers of the last half-century.

Mr Henneveld built a reputation at the state, national and international level not just for his engineering skills and leadership, his openness to technological innovation and his determination to improve communication and risk-sharing between principals and lead contractors but also for his high personal standards.

The value of his contribution to public sector engineering in WA is reflected in the many accolades from his peers, including his selection as state and national Professional Engineer of the Year by Engineers Australia in 2012 and award of the inaugural Dr Ken Michael Gold Medal by the Institute of Public Works Engineers Australia in 2013. He also received the Order of Australia (AM) in the Australia Day honours 2015.

After arriving in Australia as a child, the son of Dutch immigrants grew up in country Western Australia. He attended Geraldton High School and graduated from the University of Western Australia with a bachelor's degree in civil engineering in 1969. He started his career as a cadet with the WA Public Works Department and, having also acquired a post-graduate diploma in administration at Curtin University, spent nearly 40 years in a progression of senior management roles at what became the WA Water Corporation.

The state government's adoption in the 1990s of the massive infill sewerage development program created opportunities to encourage, cajole and drive the adoption by the contracting sector of microtunnelling equipment, then in growing use internationally but virtually unknown in WA. Adroit structuring of work programs stimulated the use of trenchless technology ultimately across all the state's water and wastewater programs.

Mr Henneveld was largely instrumental in working with the Civil Contractors Federation to introduce trenchless technology qualifications, competencies and relevant training resources and assessment material into civil infrastructure training packages. In 2002, Mr Henneveld was appointed as WA's Commissioner of Main Roads and brought his strong leadership and deep commitment to improving the decision-making culture to his position as head of the \$1.7 billion per annum road agency with its 18,000km, \$42 billion road network.

Historian Leigh Edmonds, in his book on Main Roads WA, *The Vital Link*, noted the strengths that impressed the selection panel included his experience and understanding of advanced contracting methods. In the book, Edmonds also gave an astute assessment of the commissioner's character and capacity.

"People who met Henneveld soon realised that he liked people," Edmonds wrote.

"He was dynamic and positive, tall with blond hair and a broad smile that made people feel welcome.

"He could take an idea and understand it quickly, he was receptive to new things and (in a direct quote from an insider) 'he had more ideas in a day than most people had in a lifetime.'"

One of the lessons Mr Henneveld brought to MRWA was the



way that relationship contracting could overcome the conflict and litigation that so often erupted under traditional contracting practices. In the face of some scepticism, Edmonds reported, he organised a series of workshops soon after his appointment that successfully encouraged cooperation and led in time to the more advanced forms of alliance contracts.

Mr Henneveld left Main Roads in 2012, setting up his own consulting business while continuing to serve the community in many ways. They include his appointment in 2014 as the state's Energy and Water Ombudsman, a position he still held at the time of his death. In a tribute, his board members highlighted his commitment to ensure that all West Australians, and particularly the vulnerable, had access to justice. In an interview with Engineering Heritage Australia's oral history project in 2018, Mr Henneveld was typically modest in attributing his success to those around him: "I guess my skill hasn't been so much an engineering skill but getting the best out of people."

The respect of those who worked with him is reflected in a brief list of positions he has held: Engineers Australia's Top 100 (three times), chief judge of the Australian Engineering Excellence Awards, founding chairman of what became the Australasian Society for Trenchless Technology and chairman of the International Society for Trenchless Technology, chairman of Austroads and vice president of the World Roads Association, independent director on the Infrastructure Sustainability Council Australia, chairman of the National Heavy Vehicle Regulator Implementation Board, chairman of the National Rail Level Crossing Safety Strategy, foundation trustee of the IPWEA and a fellow of Engineers Australia, Australian Academy of Technological Sciences and Engineering, Australian Institute of Company Directors, Chartered Institute of Logistics and Transport and Customer Service Institute of Australia.

Mr Henneveld was also strongly committed to his family and frequently credited his wife of more than 50 years, Monika, for his business successes. He died suddenly at the age of 75 after a spate of recent illnesses.

-John Feary

Vale Frank (Shorty) Mammoliti

The WA civil construction industry has lost one of its gentlemen with the recent passing of Frank Mammoliti.

Mr Mammoliti was born in Harvey on June 12, 1935, and was raised on the family dairy farm on the South West Highway in Benger, the eldest of six sisters and four brothers.

His father Giuseppe passed away suddenly in 1947 and young Frank was faced with the responsibility of running the family farm and providing for the family.

Frank's son Joe Mammoliti, Managing Director of Tonca Earthmoving, said this was the foundation of his father's hard work ethic and commitment to family from such an early age, which carried through his entire life.

In 1959, the family moved to Perth and Frank married his wife Connie in 1965 after a three-year courtship.

With Frank's love for trucks and machinery, it was a natural progression for him to end up in the earthmoving business. In 1972 he purchased an International C1800 Truck and a 610 Bobcat. He was one of the first earthworks contractors in WA to

move into skid steers.

As the business evolved, so did the equipment and Frank bought a brand new Mustang Bobcat.

Joe said Frank's other great passion in life was his family, including daughters Anita and Lisa.

"He was a primary role model in his children's lives and an inspiration in every way," Joe said. "I always looked up to and aspired to be like my father, with his hardworking ethic, gentle nature and strong family values."

When Joe decided on a career change and left the restaurant industry, he followed in his father's footsteps. They worked together every day in the earthmoving industry for 15 years.

Frank reluctantly retired seven years ago at the age of 79 and Joe took over the earthmoving business. However Frank continued to take a keen interest in the business.

Frank is survived by his wife Connie, children Joe, Anita and Lisa, and three grandchildren.



Above and top right: Frank Mammoliti. Bottom right: Frank with wife Connie and son Joe.

RJV in partnership with Civil Train - developing a training culture

Due to skills shortages in WA, companies are embedding and reporting on the need for traineeships and apprenticeships to drive business success.

RJV's People and Culture Manager, Matt Fenttiman, said the company recognised it was not only about meeting KPIs, but also about attracting and retaining high quality and capable people.

"The RJV business has been built on bringing people in at the ground level and investing in their development, so they can progress within the business," Mr Fenttiman said. "This is evidenced by the fact that most of our senior employees, including our CEO, Tim Ryan, started in operational roles before progressing through the ranks into senior management positions.

"We are passionate about training our new and existing staff, with over 16 per cent of our current workforce enrolled in a variety of structured training programs. Traineeships and apprenticeships are instrumental to our business for employees to gain required skills and knowledge regarding their role, thus allowing them to progress into senior positions.

"RJV have always seen this as a 'win-

win' situation, as the company and the employee gain valuable benefits from this training.

"CCF WA reported that Western Australia needs over 3,900 additional workers to help it deliver a strong pipeline of infrastructure projects, including 1,300 plant operators required for government works, major transport projects, new subdivisions and mining construction, so it is important that we develop local talent and upskill the existing workforce.

"Industry is demanding that the workforce holds the appropriate skills, and with a shortage of experienced workers we must develop our people and look to attract more people into our industry."

Mr Fenttiman said RJV works with Civil Train to build and develop the company's existing workforce. "Civil Train provide information and advice on the apprenticeship and traineeship system, are flexible in their approach to structuring the programs and provide information on incentives we may be eligible to receive and how to access them," he said.

"The nature of the business means that our people are busy and making time for training can be difficult, especially with site-based employees, who are constantly

moving between sites.

"Civil Train help us to manage the workload and training schedule in order to fulfil the training contract obligations.

"Developing relationships is a key factor in the success of the program. Civil Train take the time to build effective relationships with site supervisors and understand their work schedules and priorities. This allows us to align training and assessment with onsite activities and tasks.

"This relationship is vital for the success of the program and reporting on student progression allows the supervisors to understand the skills and knowledge as they progress through the program."

Aboriginal Employment Program - Trainee Success

Caleb Walsh was the first employee to be employed through RJV's Aboriginal Employment Program and has successfully completed a Certificate III in Civil Construction Plant Operations.

Mr Fenttiman said the plant operations traineeship had increased Mr Walsh's value to the company and would help further his career by enhancing his skills to operate multiple plant and machinery onsite.



Left to right: Jamie Bendall (Civil Train), Caleb Walsh (RJV), Robbie Harshaw (RJV)

"Civil Train take the time to build effective relationships with site supervisors and understand their work schedules and priorities." - Matt Fenttiman, RJV.

"Caleb was a finalist for the Trainee of the Year in the CCF WA Industry & Training Awards in 2020," he said. "His nomination was supported by his supervisors and managers, who saw a great improvement in his work ability and his growth as a person during the program."

Mr Walsh said he was proud to be nominated for the training awards. "I really found momentum when I met trainer, Jamie Bendall from Civil Train, who became a mentor supporting me through the training, as well as supported me with work and life challenges in general," he said.

Mr Walsh said Civil Train's planned approach had helped him to manage work and training commitments.

"It wasn't hard at all, I didn't have homework as Jamie worked through

the assessments on-site and learning in the workplace goes hand-in-hand with what I had to undertake in my traineeship," he said

"My advice to new trainees coming on-site is to keep

working hard and challenge yourself, as there is light at the end of the tunnel."

Mr Fenttiman said he was proud of the training culture they are building at RJV. "We are always looking at better ways of attracting young people and asking them to consider a career in civil construction," he said.

RJV have recently partnered with the Motivation Foundation, a not-for-profit organisation who offer year 11 and 12 students, as well as those at educational risk, the opportunity to complete a Certificate II qualification and gain experience working in an on-site training and workplace experience while still at school.

"RJV sponsor a number of students enrolled in the program each year and

have had great success employing students coming out of the program," Mr Fenttiman said. "After completing the Motivation Foundation program, they are given the opportunity to undertake a Certificate III in Civil Construction traineeship, allowing them to gain experience on machinery and work in an on-site environment with supervisors showing them what is required and how to complete tasks in a safe and efficient manner.

"All of this wouldn't be possible without our hard-working site supervisors, who can also undertake a Certificate IV in Civil Construction Supervision.

"This not only helps us meet industry targets, but also builds their skills in risk management, implementing operational strategies, and leading, managing and developing people, especially our trainees."

"Training programs help build our business, assist in the continual improvement of our safety culture, develop leadership skills and allow us to coach and mentor employees joining the industry from a young age or when making the transition from another industry."



With a pipeline of work underway, now is the time to invest in a trainee or upskill.

Through CTF's support you can claim up to \$16,000 in wage subsidies per trainee and up to 80% of costs for a variety of short training courses in areas such as Occupational Health & Safety and Business.



Supporting the people that build WA

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Women in Civil Mentoring Program launch

On August 5, 2021, CCF WA launched its inaugural Women in Civil Mentoring Program to a room of motivated mentees and mentors with skill sets ranging from site engineers, operations managers and project coordinators to plant operators, HSE advisors and contracts managers.

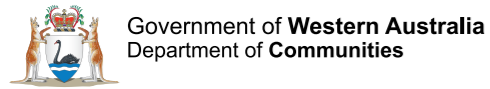
The event was facilitated by Rechelle Hawkes AM from Modal. Ms Hawkes' leadership background from her time as captain of the Australian women's hockey team, the Hockeyroos, was evident as she built the foundations of the relationships and coaching abilities the mentees and mentors needed to successfully drive the program forward.

CEO of Kais Hire – CCF WA's Women in Civil partner – Sharon Kais also attended the launch to support and network with program participants, and as part of the event, mentees and mentors were able to tour the Construction Futures Centre.

Our thanks to the Construction Training Fund for hosting the event.

Mentees and mentors will have regular contact with each other in the coming months, guided by Ms Hawkes, with a wind-up event scheduled for February next year.

The Women in Civil Mentoring Program is also supported by the State Government's Department of Communities WA.



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For the industry, by the industry

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

For you, not for profit

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

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Forget the bubble and calibrating: the Leica iCON GPS 70 Tilt Rover is here

The construction industry is one of the most hazardous workplaces and safety is the highest priority to make sure everyone goes home each day.

The Leica iCON GPS 70T (Tilt Rover) now allows the user to



focus on their immediate environment without having to monitor the pole bubble to maintain a vertical position. The user can now look around for other people, machines, excavations, motor vehicles and structures, making a significant improvement to the daily experience of their work site.

With the iCON GPS 70T, construction professionals can measure and stakeout points quicker than ever before. The combination of the latest GNSS technology and inertial measurement unit (IMU) equips the GPS 70T with true tilt compensation. The tilt compensation extends the measurement possibilities, improves quality and accuracy of collected data, and reduces errors.

CCF WA Member C.R. Kennedy prides itself in providing specialised solutions that are tailored to individual company requirements. They offer one-on-one training for all new solution purchases, backed up with unmatched after sales service and support for each and every client – most of its business is based on referrals and word of mouth.

For an obligation free demonstration contact the C.R. Kennedy Perth team on (08) 9489 8500 and they would be more than happy to visit your site and show you the advantages of the Leica iCON Tilt Rover.

Rammer technology to help cut downtime

The use of advanced hydraulics, materials technology, strength calculations, impact wave theory and production technology have cemented the Rammer's position as the go-to rockbreaker solutions provider for the Australian mining and construction industry.

With powerful and durable rockbreakers equipped with the revolutionary RD3

remote monitoring device, 28 boom system options and specialty demolition attachments, there is a Rammer solution for virtually any demanding breaking application that requires a boom-mounted percussive tool.

Rammer, the leading supplier of smart rockbreaker technology, was the first on the market to add remote monitoring system for hydraulic rockbreakers.

The RD3 monitoring device is attached to the rockbreaker pinpointing the exact location of the equipment and reporting back to the customer detailed information about the rock breaking operation in real time via cloud based MyFleet platform.

Having real-time data and detailed information about the rock breaking operation on-hand is a tried and tested way to cut downtime, proactively maintain equipment to avoid costly repairs and to improve the overall efficiency of operation. That is why Rammer developed the RD3 monitoring device for hydraulic rockbreakers.

"Operationally, RD3 provides the information that businesses need to get the very best from their rockbreakers," David Scurr, Sales Manager at Sandvik Mining and Rock Technology, said.

"Customers can simply log into the MyFleet platform to see all the data on operating hours, how the rockbreaker is being operated and required service intervals helping them manage service periods and minimize machinery downtime by scheduling maintenance during times of least impact on production".

RD3 is a standard feature on all Rammer Excellence Line rockbreakers, it is also available as an option for Rammer Performance Line and as retrofit-kit for older Rammer rockbreakers.

For more information contact Total Rockbreaking Solutions, the authorised Rammer dealer for WA, 1300 921 498.



Combatting skills shortage with tech

Western Australia's civil construction industry is feeling the pinch after over a year of COVID international and interstate worker restrictions. According to a recent survey conducted by the CCF WA, the industry is lacking 3,900 additional workers to tackle the current stream of infrastructure projects. When workers are in short demand, it's important to use limited resources to the best of your abilities. Given the situation, civil contractors are having to work with what they have in a highly competitive and constrained environment which poses the question, **how do you do more with less?**

Optimising your resource management

Contractors often utilise whiteboards and excel sheets to schedule out their crews and equipment. The challenge that comes with this process is that you do not have clear visibility into whether you are optimising your resources to the fullest. For example:

- Do you know where your assets are sitting idle and whether they can be

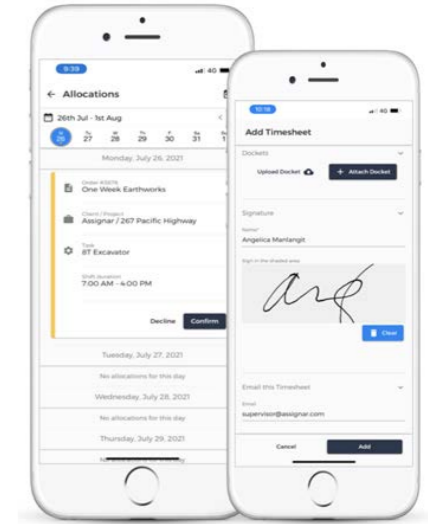
moved to a nearby jobsite while the project it is allocated to is delayed?

- Can you swap out a qualified operator for a labourer to perform certain jobsite activities to maximise your skilled workforce?

Having visibility into your resources in real-time helps you make data-driven decisions to optimise your operations.

Re-allocating your Allocator's time

With stretched resources, managers need to optimise their time and not get bogged down in administrative tasks. Often key employees are wasting time chasing up paperwork from the field and manually entering data for payroll. With timesheets, site diaries and crucial safety forms collected in real-time via the fieldworker app, delays due to the collection and processing of field data are cut down extremely. Let your Allocator schedule with the confidence that their crews and equipment are compliant and they have all the necessary information to conduct their quality work safely.



Assignar for your operations

Assignar is a cloud-based construction operations software built to help self-perform contractors and subcontractors improve productivity, profitability, safety, and quality in the field and office.

Find out more at www.assignar.com

Rain no match for award-winning recycled cold emulsion asphalt

Asphaltech's 100 per cent Recycled Cold Emulsion Asphalt (RCEA) was used on Perth's Kwinana Freeway recently, despite inclement weather.

The award-winning asphalt, made from 100 per cent recycled material including Reclaimed Asphalt Pavement (RAP) and recycled road base material, was used to widen one of the freeway's off ramps in Beeliar.

Although showers were experienced on the day, Asphaltech were still able to place and compact the environmentally-friendly, sustainable cold-emulsion asphalt mix.

Conventional asphalt construction equipment, including paver and rollers, were used to place the full-depth layer – the second and third layers were subsequently laid at 75mm and 125mm, respectively.

Asphaltech's RCEA product won the Australian Flexible Pavement Association's WA State Innovation Award in 2019.

Using this innovative product on such a major piece of Perth's civil infrastructure is testament to its quality and reliability.

As well as being made from 100 per cent recycled material, it also uses 53 per cent less energy and produces 54 per cent less greenhouse gas emissions compared to conventional hot-mix

asphalt. It's also a perpetually recyclable product.

The widening works were completed for the Armadale Access Alliance, which is delivering a \$237 million project around Kwinana Freeway, Armadale Road and Beeliar Drive interchange, including a bridge over the freeway and road upgrades.



Remote access to all machines and survey assets on site

Designed for the Australian civil construction industry by Position Partners, Tokara is a remote access platform that enables project managers, contractors, surveyors, and engineers to manage all machine and survey assets working to a design.

Whether you're a civil contractor managing a fleet across several sites or on a major project with multiple contractors working to a shared design, Tokara provides a centralised, easy way to send and receive files, view connection status and more.

Tokara is the first solution that connects to most leading brands of machines, machine control and survey instruments at the same time. As most contractors and projects have a mixed fleet of plant and technology, this means cutting down the number of systems to access and getting a better overall picture of the assets on site.

Tokara Office is a web-based platform that gives users a plethora of options in a single interface, including:

- One to many file transfers to all supported machines and survey rovers, including mixed brands
- Colour-coded file status icons to flag any operators not working to the latest design
- File transfer history by machine, device or group for

- accurate record keeping
- Site visualisation – overlay KML files and drone imagery on the interactive Tokara map, plus UHF and cellular signal strength maps to identify any black spots
- View and backup machine calibration files
- Access critical information such as machine or asset type, online status, connection strength and last known location at a glance

To find out more about Tokara, call the WA team at Position Partners on 1300 867 266 or visit: www.positionpartners.com.au/tokara



Dieci – Not just a telehandler manufacturer

CCF WA Member Dieci is well known for telehandlers in Australia, but they also manufacture a range of dump trucks.

Dieci dumpers are a versatile, manoeuvrable and lightweight solution.

Ease of use and driver safety are essential factors for every vehicle produced by Dieci, to which the company has, over the years, built a solid reputation for reliability and expertise among companies in the construction, agricultural and mining sectors.

The dumpers have a maximum capacity of up to 12,000 kg and a maximum load volume of up to 7.5 m3. The dumper range are also supported by a hydraulic system that allows the dump body to tip automatically. The other main features of Dieci dumpers include:

- availability of self-loading shovel, for autonomy even when loading the dump body, without the need for a second support vehicle
- central joint steering, for a tight turning radius

Both models (DP 4200 and DP 7000) include 4 wheel drive, 2 or 4 wheel steer, fully enclosed cab with air conditioning as standard and both with the proven rough terrain off-road capability that being built on the Dieci PX off-road chassis provides.

Many localised custom options are also available to ensure maximum productivity and safety.



For further information call Dieci Australia on 1300 888 479 or visit www.dieciaustralia.com.au

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Visit www.afgri.com.au

New CCF WA Member Benefit from Jackson McDonald

From August 23, 2021, CCF WA members can contact Jackson McDonald for up to 30 minutes free guidance on their legal issues.

Simply ring (08) 9426 6698 between 9.00am and 5.00pm (WST) weekdays from anywhere in Australia at the cost of a local call.

An experienced lawyer will be available to speak to you and give general guidance regarding:

- appropriate forms of contract (including construction, supply and engineering contracts, partnering alliancing and joint venture agreements, public private partnerships, professional retainer agreements and consultancy contracts);
- insurance issues (including professional indemnity, directors liability, construction all risk, builders indemnity, public liability, industrial special risk and other policies);
- claims management and dispute resolution (including contract clauses interpretation, and guidance on the various forms of dispute resolution including mediation, arbitration, Court proceedings, and rapid adjudication), and;
- occupational safety and health issues (including stop-work notices, investigations by relevant authorities, inquests, criminal prosecutions, civil actions, safety manuals and systems, compliance audits).



MEMBER BENEFIT

Important Disclaimer: This is a 30 minute free consultation to provide general information only. We do not conduct conflict searches and we do not review documentation. If anything beyond information of a general nature is required, then you will have the option to instruct us or seek legal advice elsewhere. Any general information we provide will not conflict us out of acting for any parties in an action. Please do not provide us with (and we will not review) any privileged information. We cannot and do not provide specific legal advice on the call and you should not rely on any general information provided in substitution for formal legal advice.

NEC has innovative approach to risk

By Thomas Jacobs, Partner at CCF WA Member Jackson McDonald

The new engineering and construction contract (NEC) is a form of construction and engineering contract. It grew up in the UK but has found adherence around the globe including most recently Australia and right here in Perth. It has an innovative and refreshing take on contractual risk.

Background

The NEC forms of contract were developed in the UK in 1991. So impressed was he with its collaborative approach to contracting that Sir Michael Latham recommended that it should become the national standard contract used across all UK government construction and engineering project procurement. That was back in 1994.

Since then, the NEC has grown in its use, particularly in the UK. Did you know:

1. the bulk of the London 2012 Olympic Games venues were procured using the NEC 3 form of contract. That multi billion pound procurement, carried out under strict budgetary and time conditions, generated no significant disputes and no litigation;
2. the Terminal 2 building at Heathrow Airport was procured using a design and construct NEC 3 form. Once again, this multi billion dollar project was successfully completed without recourse by any of the major parties to litigation.

The NEC has started to receive some attention in Australia. Main Roads Western Australia made the decision, following extensive consultation with industry, to trial the use of a target cost NEC contract. As far as the author is aware, Main Road Western Australia is the first Australian road authority to use the NEC – which they did for the Pithara Great Northern Highway upgrade.

The project concerned a section of the upgrading works to the Great Northern Highway between Muchea and Wubin. A section of this road upgrade, the Pithara section, was awarded to a joint venture of Highway Construction and ALBEM Operations in March 2018.

The construction works involved 10.3km of new single carriageway next to the existing route, upgrading 5.7km of the route through Pithara town site vicinity plus associated works including an adjoining road; improving junctions; providing new overtaking lanes and bus bays and planting over 200,000 seedlings.

Main Roads decided to use the NEC having looked at various contract options from a commercial and technical perspective. Feedback suggest that Main Roads were happy with their experience – and are now actively considering further use of NEC target cost contracts on other projects in the near future.

What is the fuss about? Why should you consider it?

A big factor influencing the decision to use the NEC form of contract is because it is considered by industry participants to constitute a fair contract and addresses one of the most significant complaints from industry, namely the unfair transfer of risk through onerous contracts.

Studies into the causes of dispute frequently cite unfair risk transfer, and poor risk management as the main reasons for disputes to arise. The NEC tackles these issues head on, by adopting some radical thinking:

1. the whole contract is focused upon trying to ensure a cooperative management of interactions between the parties. This is achieved by obliging parties to identify and notify of risks early and to encourage the parties to work together to reduce the impact of those risks which are otherwise inherent in the usual process of undertaking construction and engineering work;
2. this co-operative management of risk is intended to minimise the incidence of disputes. As we know, where parties have signed up to a contract with an unfair risk transfer, it can generate an "adversarial" atmosphere from the outset, with contractors seeking to recover by making claims, and principals suspicious of any such claim and instantly on the defence;
3. it enables a clear division and allocation of function and responsibilities both in terms of the identification and management of risk with the intention of helping that with identifying and assisting accountability motivating all stakeholders to play their part.

The main elements by which the NEC achieves its aims is by:

1. clear and simple plain English language;
2. adopting a co-operative approach from the first clause: *"The employer, the contractor, the project manager and the supervisor shall act as stated in this contract and in a spirit of mutual trust and cooperation"*;
3. The use of a risk register – developed at the outset, but becoming a live document, encouraging parties to work together to notify and then minimise the impact of risks that arise; and
4. requiring compensation events to be notified early and promptly agreed – so that each party knows where it stands in terms of budget and programme throughout the works.

The feedback from those who have had the experience of procuring and delivering work under an NEC is that it does truly bring a spirit of co-operation to the construction process.

With Main Roads WA already considering further use of the NEC with its future road building programme, it is important that civil contractors become familiar with the NEC and its terms and its effect.

At Jackson McDonald, we have procurement specialists who have worked with the NEC contract in the UK. If you want to know more about the NEC do not hesitate to contact us.



Can trade credit insurance work for CCF Members?

By Dan Czaplinski – General Manager at NCI Trade Credit Solutions



Trade credit insurance is protection for a business against the possibility of non-payment. Essentially, when selling on credit terms there is a risk that customers will not be able to pay, this could be for many reasons but the most common is insolvency. The resulting bad debt can have a dramatic impact, for example, it could slow expansion, hinder cash-flow, or put the business at risk of collapse.

A business that loses \$50,000 as a result of non-payment, will have to sell another \$500,000 worth of goods or services at a 10 per cent profit margin to recoup those losses. Trade credit insurance not only protects a business from the impact of a bad debt, but it gives directors and owners peace of mind that they will be protected and puts cash back in their pocket!

Is Trade Credit Insurance suited to CCF members?

The quick answer is yes, providing members are trading on credit terms. Generally, it becomes cost effective when a business turns over more than \$2 million per year, but there are exceptions.

A specialist trade credit insurance broker will assess many aspects of a business before approaching the market. As this process is taking place, the specialist broker will assess different approaches to structuring a client's cover and potential policy variations to offer a solution that is the best fit for the particular client.

The most common policy is Whole of Turnover, where all sales are covered for the policy period and the insured can claim in the event of non-payment. But other structures are growing in popularity, for example, where only sales to major buyers are covered, or where all sales except those to major buyers are covered – the variations available may not be endless, but there are a lot!

How can members reduce the risk of a bad debt?

Trade credit insurance is the ultimate protection against a bad debt, but there are many things a business can do to reduce the

risks. For example, businesses should:

- Know who they're trading with and confirm they are dealing with the correct entity
- Have up-to-date terms and conditions that their customers agree to
- Have a robust assessment criteria with a process to evaluate potential customers and stick to it
- Set specific credit limits and make sure they're justified

What do insurers look for when assessing risk?

When insurers are assessing a business and the risk it presents, they consider many things but, most importantly, they will look at:

- Estimated credit sales for the year
- Top exposures/customers
- Bad debt history
- Credit procedures
- The industry they trade in

How these factors present will determine the insurer's willingness to offer cover, on what terms and, importantly, at what price.

Summary

Like insurance for your car, trade credit insurance is there for when the unexpected happens. No one wants to experience a bad debt but for many it is part of doing business.

A trade credit insurance policy is there to protect a business against non-payment, but it can also give them confidence to grow by taking on new contracts and customers.

As a supporter of the CCF WA, NCI are more than happy to run through Trade Credit Insurance, how it works and to do an assessment as to whether it is suitable for individual CCF members.

For more information contact NCI on (08) 9211 8300 or info@nci.com.au

A trade credit insurance policy is there to protect a business against non-payment, but it can also give them confidence to grow by taking on new contracts and customers.

2021 President's Breakfast & Annual General Meeting

More than 170 CCF WA Members enjoyed a presentation by Dr Craig Challen SC, OAM at our annual President's Breakfast/AGM at the Westin Perth on Wednesday, September 8, 2021.

Members also welcomed newly elected CCF WA President Leon Fogliani, who takes over from David Della Bona.

CCF WA gratefully acknowledges event sponsors PSC Insurance, Komatsu, Offroad Trucks Australia, and The Institute of Civil Infrastructure.



UPCOMING EVENTS

Oct 1

CCF WA EARTH AWARDS

Friday October 1, 2021

6:45pm - 11:45pm

Astral Ballroom, Crown Perth



CIVIL CONTRACTORS FEDERATION
EARTH AWARDS
Excellence in Civil Construction



Nov 25

CCF WA - BROOKS EQUIPMENT GOLF DAY

Thursday November 25, 2021

11:30am shotgun start

@ Joondalup Resort



Dec 2

WOMEN IN CIVIL SUNDOWNER

Thursday December 2, 2021

5pm - 7:30pm

Kais Hire, Redcliffe





Hitachi's ZX690LCH-5 is playing its part at the Ocean Reef Marina breakwater construction.

The two breakwaters at Ocean Reef Marina will stretch for two kilometres, will rise up to 18.5 metres high from the ocean floor and will use a total 650,000 tonnes of limestone and 300,000t of granite.

CCF WA Members WA Limestone and Italia Stone Group are undertaking the breakwater works for DevelopmentWA.

CCF WA welcomes new Members



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A1 Plant Hire (Australia) Pty Ltd is a plant hire specialist providing earthmoving equipment to the civil and mining industries, with excavators, wheel loaders, rollers and rock breakers for hire. A1 Plant Hire (Australia) Pty Ltd have been operating for over 16 years and supply low hour, well maintained equipment all over the state of Western Australia.

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ESO Surveyors was created after recognising the gap in surveying services in the construction industry. 30 years later, they have offices in Sydney, Melbourne, Brisbane, Adelaide and Perth and provide specialist surveying solutions for Tier 1's through to smaller builders, designers, landscapers and other trades. ESO's services are delivered by highly qualified and experienced surveyors using the latest technology available.

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Macmahon offers a comprehensive suite of equipment and experienced staff for civil construction infrastructure, bulk and detailed earthworks, and mining site services that are delivered to the highest health, safety, cultural, heritage, environmental and quality legislation and standards. Its operations span across the resource, private, government and defence sectors with the ability to mobilise efficiently anywhere in Australia. Macmahon's extensive fleet of mobile plant includes scrapers, dozers, graders, dump trucks, excavators and other ancillary plant including water carts, rollers and pumping equipment.

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Email: ilambay@mc-group.com.au
Maritime Constructions is a complete provider of specialist marine infrastructure solutions comprising an industry leading mix of highly experienced personnel, specialised plant and equipment and valuable strategic partnerships. Its diverse mix of marine disciplines means it has the capacity to design, engineer, manage and self-execute the most challenging marine projects. Since inception in 1996, Maritime Constructions has completed hundreds of marine projects, logged over a million man-hours at sea and established a reputation for quality, integrity and value.

North Western Drainage & Civil

Phone: 0401 923 203
Email: malcolm@nwdc.page
North Western Drainage & Civil are located in Broome and specialise in pipe works and hot tapping of water mains for projects of any size, anywhere in Western Australia.

Halo Civil Engineering

Phone: 0407 534 696
Email: peter.breen@halocivil.com
Established in 2021, Halo Civil Engineering was formed in response to the growing demand for high quality tier 3 civil contractors in Western Australia. With over 30 years' industry and tier 1 experience, Halo's management has created a young and dynamic company priding itself on going above and beyond for its clients. Specialising in complex civil projects, its core competencies are Earthworks, Drainage, Pavement, Structures, and Utility installation on metro and remote projects with services including Plant and Labour hire, Project Management and Contracting.

Groundforce Civil

www.groundforcecivil.com.au
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Email: declan@groundforcecivil.com.au
Operating throughout Western Australia, Groundforce Civil offers a range of services from Earthworks, Final Trim Earthworks, Drainage and Civil Construction, as well as competitive pricing on tool hire, equipment hire, and plant hire. Its services covers all facets of residential and commercial civil engineering projects, with same day delivery on equipment hire, plus operator and skilled labour hire.

M8 Sustainable

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M8 Sustainable is an established, integrated and sustainable waste management business underpinned by a high-quality portfolio of waste management assets. The company is focused on the "smart end" of the waste management sector, leveraging opportunities in the downstream sectors of processing and disposal. M8 provides diverse waste management services to domestic, industrial and local governments clients.



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CCF WA thanks our valued Partners



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

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

Lower claims cost = lower premiums.

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

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

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

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