

# QLD:INSIGHT



CIVIL CONTRACTORS  
FEDERATION QLD LTD

AUTUMN 2024

The Official Magazine of Civil Contractors Federation Queensland Limited

**P9**

Transforming Construction:  
Digital Solutions for Enhanced  
Productivity

**P10**

Coastal Excavations Civil:  
Delivering results in Land  
Development and Civil  
Infrastructure

**P16**

Closing Loopholes –Fair  
Work Act Regulates Labour  
Hire

**P24**

Celebrating Decades of  
Dedication: Highlights from the  
2024 CCF QLD Presidents'  
Luncheon



**CCF QLD** WORKING FOR  
INDUSTRY



# QLD:INSIGHT

## CONTENTS

### FRONT PAGE FEATURES

- 9:** TRANSFORMING CONSTRUCTION: DIGITAL SOLUTIONS FOR ENHANCED PRODUCTIVITY
- 10:** COASTAL EXCAVATIONS CIVIL MEMBER FEATURE
- 16:** CLOSING LOOPHOLES – FAIR WORK ACT REGULATES LABOUR HIRE
- 24:** CELEBRATING DECADES OF DEDICATION: HIGHLIGHTS FROM THE 2024 CCF QLD PRESIDENTS' LUNCHEON

### REGULAR FEATURES

- 4:** CCF QLD EXECUTIVE COLUMN
- 5:** CCF NATIONAL UPDATE
- 6:** ADVOCACY, POLICY AND INDUSTRY MATTERS
- 18:** COMMITTEE UPDATES
- 21:** WELCOME TO OUR LATEST MEMBERS
- 27:** CIVIL TRAIN UPDATE: BUILDING BRIDGES – NAVIGATING MENTORSHIP IN CIVIL CONSTRUCTION
- 31:** MEMBER OFFERS AND DISCOUNTS
- 34:** OUT AND ABOUT WITH CCF QLD | SOCIAL PAGES

### NEWS, UPDATES AND OTHER EDITORIALS

- 12:** DEFIBRILLATORS – HOW DO THEY WORK AND ARE THEY SAFE?
- 13:** CCF QLD 2023-24 EVENTS CALENDAR?
- 14:** CCF QLD POLICY BRIEF UPDATE
- 19:** EXCELLENCE IN CIVIL CONSTRUCTION AWARDS NOMINATIONS CLOSING 31ST MAY 2024
- 20:** MAXIMISING THE IMPACT OF VIDEO MARKETING IN CIVIL CONSTRUCTION & INFRASTRUCTURE
- 28:** 2024 CCF QLD STATE CONFERENCE PROGRAM
- 30:** WHAT IS THE ROLE OF A SUPPORT PERSON NOMINATED BY AN EMPLOYER?

### MANAGING EDITOR

Damian Long - Chief Executive Officer  
Civil Contractors Federation Queensland Limited

### EDITORS

Jasmine Collins - Manager - Events and Marketing  
Leanne Weier - Manager - Client Services

### PROJECT MANAGER

Jasmine Collins - Manager - Events and Marketing

### CCF QLD BOARD MEMBERS

#### President

Mark Goodwin - Sunstate Group QLD t/a SGQ QLD Pty Ltd

#### Vice President

Tim Mclwain - Mclwain Civil Engineering Pty Ltd

#### CCF QLD Board Members

Stephen Beck - Doval Constructions (Qld) Ltd

Luke Bird - HEH Civil Pty Ltd

Sean Donald - Georgiou Group

David Moody - BMD Group (BMD Holdings)

Gavin Turner - Boulder Wall Constructions Pty Ltd

### QUEENSLAND NATIONAL BOARD REPRESENTATIVE

David Moody - BMD Group (BMD Holdings)

### DESIGN

Janina Brugman - SafeCo

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

**11 Hi-Tech Court  
Eight Mile Plains QLD 4113  
P: 1300 CCF QLD  
E: [admin@ccfql.com](mailto:admin@ccfql.com)  
[www.ccfql.com](http://www.ccfql.com)**

### ADVERTISING

CCF QLD offers the opportunity to promote products or services directly to its members through QLD:INSIGHT. For advertising enquiries contact CCF QLD Events & Marketing on 1300 CCF QLD.

Current members of CCF QLD may submit content to the editor for consideration via [media@ccfql.com](mailto:media@ccfql.com).

### DISCLAIMER

The material contained in QLD:INSIGHT is of a general nature and should be taken as general comments and guidance only. Views expressed by contributors are not necessarily endorsed by the Civil Contractors Federation Queensland Limited. No responsibility is accepted by the Federation, the editors or the printers for the accuracy of information contained in the text and advertisements.

### COVER IMAGE

CCF QLD contractor member Georgiou Group's Isle of Capri project.

### COPYRIGHT

Editorial and certain advertising material in this publication are copyright and may not be reproduced in any written or electronic form without the express permission of the publishers.

Civil Train RTO number: 5708.



## DON'T DIG BLIND SEARCH BEFORE YOU DIG ONLINE EVERY TIME

Damage to underground pipes and cables can lead to service disruption, delays, and costly repairs.

Always use the BYDA service to protect workers, underground services, and your organisation.

Did you know BYDA offers free online or in-person awareness or plan reading sessions? Scan the QR code to book a free session today.

For more information, visit  
[www.byda.com.au](http://www.byda.com.au)



**Zero Damage  
Zero Harm**





# EXECUTIVE COLUMN

It's a slow burn waiting to receive more information from government that reveals the true state of infrastructure delivery in Australia.

For those who are involved with government, either State or Federal, it becomes quite clear that to get any clear bearing on an issue, it is out of your hands – and it takes quite some time for the moons to align for anything to make sense. Thankfully there are some very talented people in the public service who are working hard to make the best out of the evolving policy beast.

The headlines of the 90-day report into infrastructure spending have been the projects which have been cut or delayed and the dollar value assigned to them.

Whilst cuts and delays are unacceptable the real headline is the establishment of the federal infrastructure funding commitment.

On the surface, the reaffirming of the \$120 billion pipeline over 10 years looks impressive but it does not address the inflationary impacts on the delivery of infrastructure and the parallel productivity decline in delivering infrastructure.

The federal review established that spending will be capped at \$12b per year. There is no allowance for inflation. Year on year each dollar will deliver less infrastructure.

Recommendation 6 of the 90-day review recommends for all federal funding to be provided on a 50/50 split with the states. This means states will need to find an additional 30 per cent for joint funded projects which would have been an 80/20 split.

We can't lose sight of the fact that when the Morrison Government set the \$120 billion 10- year pipeline it was prior to the hyperinflation emanating from the policies and environment of the post-COVID era.

For our industry, the Road and Bridge Construction Index was approximately 6 per

cent over the last calendar year.

Regardless of headline inflation trending towards the RBA target of below 3 per cent, it is expected that there will be a lag before we see parity in construction inflation. This will be driven by demand over supply from the extraordinary pipeline of renewable infrastructure over and above business as usual.

Whilst there is a cost-of-living crisis for households, the current restriction on funding is setting up a greater cost of delivery crisis for infrastructure.

The elephant in the room is the lack of growth, or rather a decline in productivity in our sector. Government policy at both federal and state levels, which has been driven by the most militant side of the union movement, has measurable productivity declines more than 30 per cent.

This means we are delivering 30 per cent less infrastructure of each man hour. This, coupled with inflationary pressure driven by demand exceeding supply, means any cap in spending will have a disastrous effect on the delivery of infrastructure.

To meet current cost over runs, the future cost of infrastructure, and declining productivity, the states will need to provide funding they can't afford.

If we take Queensland as example, the top competing contenders for state funding is between The Olympic Games, transport, health, crime, renewable energy, education, maintenance and disaster recovery.

The coal prices have dropped and so will the sugar hit from coal royalties. There will be increases in stamp duty revenues but overall State revenue is limited. The federal government is not only capping



infrastructure funding but also requiring the state to add an additional 30 per cent to projects that would otherwise require 20 per cent.

It does not help that out of the blue announcements such as one million homes by 2046 or 70 per cent renewable energy by 2032 are being rolled out on top of the current problem.

Whilst 95 per cent of the new homes and some of the renewable energy infrastructure will be delivered by the private sector, matching public infrastructure will be required.

I doubt if Queensland, any other state, or the Federal Government has the appetite for more debt.

The Queensland Government's own website boasts a \$62b Queensland Energy Jobs Plan.

Something has got to give. It is time for governments to be truthful to the public about the funding pressures so that sensible decisions can be made about what can be funded and how it can be funded.

**I also wish to acknowledge the passing of past CCF QLD President and Seymour Whyte's co-founder and namesake, John Seymour (1941-2024). John will be deeply missed and remembered as a remarkable man who touched the lives of many. His legacy will continue to inspire our pursuit of excellence.**

# CEO UPDATE – MARCH 2024

Over the past month our national office has hosted our annual CEO and Board strategy day, we have hired our staff and now getting into the swing of national advocacy and forming national committees to bring the best expertise across the country to put our minds to the challenges initially across, IR, Skills, Procurement, Communities, Environment/Energy Transition.



We have had meetings with Ministers, Shadows and cross benches and had engagements with Government and opposition. In the past week we have been in Tasmania with the Government and Opposition ahead of their State election where CCF Tasmania has done a great job secured support for civil funding from both sides irrespective of the result.

Up on the Hill here in Canberra, the Federal IR legislation, that after nearly two years of consideration and significant industry opposition and representations, passed the Senate which now has new and uncertain requirements to disconnect from the workplace. Other key features with this bill includes:

- ▶ Right of Entry for Union Representatives
- ▶ Permanent provisions for casuals
- ▶ Minimum standards for gig workers
- ▶ Employee right to switch off

Changes afoot for workplace delegates' rights, and right of entry for union representatives are expected to impact operations and less reason for entry which is potentially to be challenging for business and requires further unpacking. CCF as a Registered Organisation under the Fair Work Act is employing an IR specialist who will be based in New South Wales but be able to assist our advocacy and influence at the national level. They will also be able to assist around the working arrangements of IR changes taking place.

In terms of Skills and Training:

- ▶ BuildSkills Australia Jobs Plan – BuildSkills has expressed interest in closer engagement with CCF particular around

the development of the national Jobs Plan which is currently being developed for the Federal Government. This Jobs Plan when completed should have influence on prioritisation and training incentivisation into the future with opportunity to boost prioritisation for civil. As Founding Members of BuildSkills Australia, CCF National look to strengthen the feedback for civil training/funding and see our occupations increasingly prioritised.

- ▶ Apprentice incentives review – Submissions are due in May for the recently released Strategic Review of the Australian Apprentices System with a draft response now in development based on the solid work from across the CCF Branches. We have a national working group coming together with expertise of Members to represent the critical training and funding needs to inform the review response.

- ▶ Migration Strategy – The Federal Government is reconsidering its migration strategy amidst record arrivals coming into the country without planned infrastructure, particularly housing and communities. CCF are providing feedback to the development of this strategy as to the roll out of infrastructure, skills and training required. Fast tracking of visas has been suggested to increase the labour pool to meet the gaps, but really this doesn't fix the longer-term systemic problem of skilling a sustainable civil workforce that needs to be in place before every, hospital, school or home can be delivered.

In terms of cost of living and housing which are issues at fever pitch in the media, the difficulty we have with blockages in housing supply and community infrastructure is the



**Tasmanian Women in Civil Ball represented by Tasmanian State and Federal Govt, Opposition and Independents. | CCF Tasmania stand at the HomeFest and Built Form Expo.**



shortcomings of not having invested and prioritised the upskilling of the local workforce. Some recent advocacy includes Australian Financial Review attached/seen here: Post | Feed | LinkedIn starts to represent what civil is to ensure we are the first consideration of government investment.

After decades of neglect culminating in a housing crisis, the Federal government has a once in a generation opportunity to provide increased government funding toward civil training and an ABS review of the ANZSCO Codes to include relevant and non-prioritised civil occupations.

Civil is crucial to communities and governments need to recognise what our industry does, particularly when the cost of living is the national challenge that the late 2024 (or early 2025) Federal election will be fought over. When there is non-prioritization and lack of skills funding for civil occupations today, it is no wonder subdivision, water, sewerage, roads, energy transformation and essential infrastructure are compounding the lack of housing underway.

In simplest terms not one dollar in housing can be spent until a dollar has been spent in civil and we are just not getting our head around this as a country.

In regards to the Environment/Energy Transition, CCF National has attended EPBC Act lockups in Canberra to consider the restructure of the legislation. Whilst these consultations are bound confidentially by agreement, there will be change to consider in the way the amendments to the Federal environmental legislation operates. Further detail will be provided when the proposed legislative changes are released.

In exciting news we will be bringing Members to Canberra in late November for our conference and National Earth Awards. Dates and information will be released soon, but rest assured the Members will be heard in Canberra as we get much louder in the lead up towards a Federal election that is likely to be held as we arrive in the nation's capital.

# ADVOCACY, POLICY AND INDUSTRY MATTERS

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

Annastacia Palaszczuk has resigned as the 39th Premier of Queensland. Her departure has made way for Steven Miles, formerly Deputy Premier, to become the 40th Premier of Queensland.:

Steven Miles's new Cabinet presents some fresh faces. The new Cabinet includes::

1. Hon. Cameron Dick MP as Deputy Premier, Treasurer and Minister for Trade and Investment
2. Hon. Grace Grace MP as Minister for State Development and Infrastructure, Minister for Industrial Relations and Minister for Racing
3. Hon. Shannon Fentiman MP as Minister for Health, Mental Health and Ambulance Services and Minister for Women
4. Hon. Yvette D'ath MP as Attorney-General and Minister for Justice and Minister for the Prevention of Domestic and Family Violence
5. Hon. Michael De Brenni MP as Minister for Energy and Clean Economy Jobs
6. Hon. Meaghan Scanlon MP as Minister for Housing, Local Government and Planning and Minister for Public Works
7. Hon. Mark Ryan MP as Minister for Police and Community Safety
8. Hon. Leeanne Enoch MP as Minister for Treaty, Minister for Aboriginal and Torres Strait Islander Partnerships, Minister for Communities and Minister for the Arts
9. Hon. Dianne Farmer MP as Minister for Education and Minister for Youth Justice
10. Hon. Mark Furner MP as Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities
11. Hon. Glenn Butcher MP as Minister for Regional Development and Manufacturing and Minister for Water

12. Hon. Scott Stewart MP as Minister for Resources and Critical Minerals
13. Hon. Leanne Linard MP as Minister for the Environment and the Great Barrier Reef and Minister for Science and Innovation
14. Hon. Nikki Boyd MP as Minister for Fire and Disaster Recovery and Minister for Corrective Services
15. Hon. Bart Mellish MP as Minister for Transport and Main Roads and Minister for Digital Services
16. Hon. Lance McCallum MP as Minister for Employment and Small Business and Minister for Training and Skills Development
17. Hon. Charis Mullen MP as Minister for Child Safety, Minister for Seniors and Disability Services and Minister for Multicultural Affairs
18. Hon. Michael Healy MP as Minister for Tourism and Sport.

Public servants uphold the greatest privilege of representing the people of Queensland, and we look forward to seeing the new Ministers grow into their new roles across different portfolios.

CCF QLD appreciates the collaborative relationship that we have with the Queensland Government and we look forward to working together with the new Cabinet to advance the future of Queensland.

### SUBMISSIONS

#### Work Health and Safety and Other Legislation Amendment Bill 2023

The Honourable Grace Grace, Minister for Industrial Relations, announced that a five-yearly review of the Work Health Safety Act 2011 (Qld) ('the Act') in August 2022. The review was open for public consultation and CCF QLD submitted a range of concerns with the current WHS legislation that addressed the terms of reference including:

- ▶ The overall structure and function of health and safety representatives creates unnecessary disruptions and burdens for the industry.
- ▶ It is a common practice that unions abuse the right of entry laws and care must be taken when considering their role and function to not allow unlawful practices by representatives.
- ▶ The entry permit system should be maintained and strengthened as a safeguard against unlawful entry and abuse. If the permit system is to be removed, so should the "right of entry" provisions under the WHS Act.
- ▶ The first point of contact for inspections and concerns should be educational rather than punitive.
- ▶ The requirement to consult or investigate suspected contraventions of the WHS Act must only be done by those who have the right to represent the relevant workers.
- ▶ The inconsistencies with the definitions and terminology used for "High Risk Construction Work" and Safe Work Method Statements (SWMS) under the Work Health and Safety Regulation 2011 (Qld) makes SWMS written purely as Hazard Management Plans and not as Task Plans. This makes the SWMS irrelevant to those doing the task.

The 31 recommendations (and 55 sub-recommendations) from the report were accepted by the Queensland Government in May 2023.

On 30 November 2023, the Work Health and Safety and Other Legislation Amendment Bill 2023 ('the Bill') was introduced into the Queensland Parliament. The proposed amendments were made in light of the Review of the Work Health and Safety Act 2011 – Final Report 2022 and particular recommendations from the 2018 Review of the Model Work Health and Safety Laws (the Boland Review).

The amendments underscore the importance of workplace safety, but certain aspects raise concerns. The contentious parts of the Bill include:

- ▶ The mandatory "invite" provision which introduces an obligation on the person conducting a business or undertaking ('PCBU') to directly invite the election of a Health and Safety Representative ('HSR'). The only requirement should be that the PCBU must facilitate an election once an employee has enlivened section 50.
- ▶ The introduction of "negligence" as a fault element for Category 1 offences. While lowering the threshold may increase prosecutions, it will not inherently enhance safety. Lead indicators such as audits, safety training participation, and reporting of near misses are highlighted as more effective means of preventing incidents by gaining insight into hazards before they escalated into incidents. It is about proactive management rather than reactive management.
- ▶ The culture and behaviour of HSRs and workplace delegates means that there needs to be checks and balances to ensure that permit holders demonstrate knowledge of WHS operations and management, either through relevant industry experience or formal WHS training.

While the amendments signal a commitment to workplace safety, the suggested revisions highlight the importance of creating a WHS regime that is effective and balanced. For an effective and balanced regulatory framework

that achieves lasting improvements in employee safety, a comprehensive reform in culture and behaviour is necessary.

**Click here** to read our submission to the Queensland Parliament on the WHS review.

We will keep the industry up to date as the Bill goes through the Queensland Parliament.

### INDUSTRIAL MANSLAUGHTER PROVISIONS IN THE WHS ACT

As part of the WHS review, the Office of the Work Health and Safety Prosecutor ('OWHSP') was asked to evaluate the effectiveness of industrial manslaughter provisions within the Act.

The OWHSP contacted CCF QLD, as the peak body for the civil construction industry in Queensland, to obtain our position on Part 2A of the Act.

We conducted consultation with members and provided a submission on behalf of industry which highlighted the following:

- ▶ A person, whether a PCBU or Senior Officer, should be held responsible for the failure to provide safe working conditions that leads to the death of a worker.
- ▶ Safety has not improved in a tangible/measurable way since introduction of the provisions in 2017.
- ▶ There needs to be further consultation with industry to determine the scope of the liability under the industrial manslaughter provisions.
- ▶ There needs to increased consultation, education, and collaboration.
- ▶ There must not be unnecessary regulations that could be dealt with under another legislation and these amendments should not duplicate on penalties that currently exist from other avenues or within another piece of legislation.

CCF QLD will keep the industry up to date with the progression of the Bill and

the review of the industrial manslaughter provisions under Part 2A of the Act.

### FEEDBACK

*MRTS03 Drainage Structures, Retaining Structures and Embankment Slope Protections/ MRS03 Drainage Structures, Retaining Structures and Embankment Slope Protections.*

CCF QLD presented some valuable feedback to TMR relating to the effectiveness of the MRTS03 and MRS03 including cost implications and the need for further clarity.

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

We will keep the industry up to date with the progression of the MRTS03 and MRS03.



# SELL WITH US

The Pickles team is dedicated to maximising the return on every asset. We have a highly trained team of international valuation experts who have the knowledge, deep experience and tools needed to provide accurate appraisals and specialist advice on how to enhance value.

We stand by our valuations, providing sellers the assurance of protection in sale returns. We understand that every situation is different. Our team brings hundreds of years' experience in customising solutions that suit the unique needs of our clients.

## MEET THE TEAM



**Brandon Webster**  
North QLD - Cairns, Tablelands, Townsville and Peninsula  
0466 796 646



**Charlie Scott**  
Brisbane & Western QLD  
0400 615 139



**Ross Pukallus**  
North QLD - Mt Isa, Mackay & Townsville  
0428 785 345



**Jack Bowden**  
Central QLD - Gladstone, Rockhampton, Bundaberg  
0498 116 815



**Clark Krabbe**  
Brisbane, Gold Coast & Northern NSW  
0421 058 601



**Craig Fletcher**  
Brisbane, Gold Coast & Northern NSW  
0410 003 967



**Dwayne O'Brien**  
Central QLD - Moranbah, Rockhampton, Capricorn Coast & Longreach  
0490 423 547



**James Houston**  
South East QLD - Brisbane, Sunshine Coast, South Burnett & Fraser Coast  
0466 792 034

**PicklesIndustrial**



# TRANSFORMING CONSTRUCTION: DIGITAL SOLUTIONS FOR ENHANCED PRODUCTIVITY

## ACCIONA AND CPB CONTRACTORS LEVERAGE TECHNOLOGY TO REVOLUTIONISE EARTHWORK MANAGEMENT

In the dynamic realm of construction, connectivity and real-time data exchange are paramount. For the Western Sydney Airport Bulk Earthworks Project, ACCIONA and CPB Contractors faced the challenge of efficiently moving vast quantities of earth while meeting stringent quality standards. Through innovative technology integration and collaborative efforts, they pioneered a digital workflow that optimised operations and elevated project outcomes.

As a global leader in sustainable infrastructure and renewable energy solutions, ACCIONA, in partnership with CPB Contractors, embarked on the ambitious task of transforming the Western Sydney Airport project. This multi-billion-dollar endeavour demanded precision and efficiency in earthwork operations, compounded by complex soil conditions and tight specifications.

Daniel Ripley, ACCIONA's Central Region Survey Manager, emphasised the need for multiple daily model updates to ensure field crews remained informed and aligned with project requirements. Nicholas Pryke, manager of sales mining, aggregates, and landfill at SITECH Solutions Pty Ltd, highlighted the collaborative effort to devise a technology-enabled solution that could navigate project constraints while meeting rigorous specifications.

The project's specifications included precise requirements for density, moisture content, layer thickness, and material traceability. To address these challenges, the joint venture team collaborated with SITECH Solutions Pty Ltd and Trimble to develop a comprehensive cloud-based survey, compaction, testing, and conformance workflow.

The implementation of mobile-centric solutions, equipped with Trimble technology and Microsoft 365 tools, transformed utility vehicles and pickup trucks into mobile

offices. Onboard diagnostic devices (OBD) facilitated real-time reporting of plant ID, GPS location, and travel speed, enhancing material tracing efficiency.

GNSS-enabled machine control systems minimised the need for physical surveying, while Trimble WorksOS facilitated dynamic data delivery and analysis. Surveyors could remotely monitor job site activity, ensuring adherence to specifications and optimising future operations.

The digital workflow not only streamlined operations but also prioritised safety by minimising onsite measurements and samples. Brett Hussey, project survey manager at ACCIONA, underscored the workflow's accountability and its role in enhancing job quality and maintaining high production levels.

WorksOS provided a logistical advantage, optimising machine routes and improving operator satisfaction by highlighting the importance of their work. The success of the project has inspired future initiatives, with both joint venture partners committing to automated compaction workflows for upcoming projects.

To read more information click [here](#) or see the interview with the teams [here](#).



## Be Sure You're Structurally Sound. Trust SureScan.

Our advanced scanning technology identifies sub-surface components such as defects, reinforcement, voids and utilities – all without destructive measures, saving you time and resources. We provide nationwide services.



1300 624 027 [www.surescan.com.au](http://www.surescan.com.au)



# COASTAL EXCAVATIONS CIVIL: DELIVERING RESULTS IN LAND DEVELOPMENT AND CIVIL INFRASTRUCTURE

Coastal Excavations Civil, a long-standing member of the Civil Contractors Federation Queensland Limited (CCF QLD), has been instrumental in transforming Queensland's land development and civil infrastructure. Led by founder Darren Hawthorn and fellow Director Bradley Williams, the company has consistently demonstrated a commitment to excellence, sustainability, and innovation.



## LEADERSHIP

Darren Hawthorn, the driving force behind Coastal Excavations Civil, is a strong leader with a passion for transforming land and building vital civil infrastructure. With over two decades of experience in the industry, Darren has led the company towards success through his unwavering commitment to quality and customer satisfaction. His vision of creating sustainable and resilient land development projects has become the cornerstone of Coastal Excavations Civil's operations.

## EXPERTISE AND CAPABILITIES

Coastal Excavations Civil boasts a wide range of capabilities, making them a preferred choice for diverse land development and civil infrastructure projects. Currently undertaking Residential Subdivisions in Hillcrest Stages 1-6, Greenbank and Beaudesert. From earthworks and site preparation to road construction and large scale infrastructure, their expertise knows no bounds. With a highly skilled workforce and state-of-the-art

equipment, they consistently deliver exceptional results, earning them a solid industry reputation.

## COMMITMENT TO EXCELLENCE

Excellence is the driving force behind Coastal Excavations Civil's operations. They strive to exceed client expectations by delivering projects on time, within budget, and to the highest standards of quality. By leveraging their extensive experience and technical expertise, they ensure that every land development and civil infrastructure project is executed with precision and attention to detail.

## INNOVATION AND TECHNOLOGY

Innovation is at the core of Coastal Excavations Civil's operations. They embrace cutting-edge technologies and methodologies to enhance project efficiency, reduce costs, and minimise environmental impacts. By staying at the forefront of industry trends, they provide innovative solutions that address the unique challenges of land development and civil infrastructure.

## SAFETY FIRST

Safety is a top priority for Coastal Excavations Civil. They have implemented rigorous safety protocols and training programs to ensure the well-being of their employees, clients, and the community. By fostering a culture of safety awareness and accountability, they have earned a reputation for their commitment to creating a safe working environment.

## COLLABORATIVE PARTNERSHIPS

Coastal Excavations Civil understands the importance of collaboration in the construction industry. They forge strong partnerships with clients, consultants, and subcontractors, fostering an environment of trust, teamwork, and shared goals. By working together seamlessly, they ensure the successful completion of land development and civil infrastructure projects, exceeding expectations every step of the way.

Visit our website [www.coastalcivil.com.au](http://www.coastalcivil.com.au) to see our subdivisional projects and our capabilities



# DEFIBRILLATORS – HOW DO THEY WORK AND ARE THEY SAFE?



Discussions around the need for a defibrillator (also known as a defib or AED) in the workplace are a hot topic. We are seeing more and more workplaces and in particular civil sites installing defibrillators to provide a safer work environment for their crews, and to ensure early access to a defibrillator in the event of a critical situation or sudden cardiac arrest.

In both situations the outcome is the same – the patient collapses, stops breathing and is unresponsive.

## TIME IS CRITICAL FOR THE BRAIN

A person in cardiac arrest has no blood pumping around the body and the brain will start to die. This is when it's critically important to start CPR and get the blood moving. We like to train teams on the initial response to follow the chain of survival.

Call 000, start CPR to prevent brain damage, and get the defibrillator on to restart the heart.

For every minute that goes by the heart and brain can die by 10%.

## FAULT FINDING

The great thing about AED's is that they are primarily a fault-finding device, meaning that the device will only activate a shock to a patient if their heart is faulty or fibrillating. This makes them completely safe.

The defibrillator has two pads that are placed onto the patient's chest in the driver's seat belt position to help find the fibrillating heart. The device provides the rescuer instructions to follow and will analyse the patient's heart rhythm to determine if they need a shock or not. If the heart is fibrillating, the device will administer a shock to the patient; stimulating the heart to start in a normal rhythm.

## ARE DEFIBRILLATORS SAFE?

Let's get back to the basics here - remember an AED will not administer a shock unless the heart is in fibrillation and Ventricular Fibrillation or Ventricular Tachycardia is detected in the patient. The device will not allow the rescuer to shock the patient unless it has gone through the analysis process, determined the heart is in fibrillation and has asked the rescuer to press the shock button (semi-automatic device) or advise that it will deliver a shock to the patient (automatic device).

Our defibrillators will only administer a biphasic shock to a patient, this means two smaller shocks and not one big shock. Essentially the defibrillator that conducts a biphasic shock is considered intrinsically safe; meaning that even if a bystander is touching the patient they won't get hurt.

It is also important to note that a defibrillator does not restart a heart that is in flatline - asystole or has stopped. A patient in cardiac arrest usually has a fibrillating heart for approximately 10 minutes and after the 10-minute window, the patient will proceed into flatline. The defibrillator will not work on flatline, and the chance of survival is as low as 1% in that scenario.

Therefore, it's so important to get a defibrillator on a patient in the first 10 minutes of a cardiac arrest to try and rectify the faulting heart.

Ultimately, if we can recognise a patient in this state, perform good quality CPR and defibrillate the patient, we can increase the chance of survival and in doing so – save more lives! So have a look at the defibrillator bundle that suits your workplace and think about making your organization heart safe.

Indoor and mobile defibrillator bundles are available NOW from First Aid Accident & Emergency from just \$1695.00.

Contact the team at FAAE on 07 5520 5068 to get yours, or check out their range of defibrillators by clicking here or visiting: <https://firstaidae.com.au/ccfqld-partner/>.



## THE MOST POPULAR CIVIL SITE DEFIBRILLATOR PACK: THE MOBILE DEFIBRILLATOR BUNDLE

This mobile bundle is our recommendation for civil sites as it is small, tough, and easily transported to a patient on your site.

This mobile defib bundle comes in a durable IP67 waterproof safe case, and the pack has everything included to help a patient in need.

## HOW DOES A DEFIBRILLATOR WORK?

To understand how a defibrillator works, you need to know what happens to someone when they go into cardiac arrest. Cardiac arrest is what happens to someone when their heart stops working properly, and blood stops being pumped around the body.

This can be caused by a range of things but basically there are two main causes:

1. Electrical issues - where the heart's electrical system has an issue and the heart stops working. This is commonly known as sudden cardiac arrest (SCA).
2. Plumbing issues - these are caused by a blockage in a blood vessel around the heart. This is commonly known as a heart attack.



# EVENTS CALENDAR

**CCF QLD GOLF DAY**  
Gainsbrough Greens Golf Course

19  
april

17  
may

**CCF QLD STATE CONFERENCE**  
Brisbane Convention & Exhibition Centre

**TOWNSVILLE SOCIAL EVENT**

24  
may

28  
june

**CCF QLD CHARITY GALA DINNER**  
Hilton Brisbane

**REGISTER AT CCFQLD.COM/EVENTS**





# CCF QLD POLICY BRIEF UPDATE

CCF QLD uses policy briefs as an effective tool to advocate for the industry. These policy briefs are regularly updated to make sure that the concerns of the industry are always adequately and appropriately addressed.

This round of updating has taken a lot of sincere consideration and hard work to really get to the core of what it means to protect the industry's long-term well-being.

The new policy briefs include:

- ▶ Sustainability
- ▶ The Workforce
- ▶ The Economy
- ▶ The Environment
- ▶ Culture
- ▶ Integrity
- ▶ Work Health and Safety
- ▶ Innovation

[Click here](#)

or visit <https://ccfqld.com/Member-only-content> to sign into the membership portal to have access to the policy briefs booklet and individual policy briefs.



## Elevate your brand with CCF QLD

Explore our sponsorship opportunities available for the remainder of the 2023-24 financial year.



### Events

- CCF QLD Golf Day
- CCF QLD State Conference
- Charity Gala Dinner
- Excellence in Civil Construction Awards



Presented by  CIVIL CONTRACTORS FEDERATION QLD

**DATES AND VENUE HAVE BEEN CONFIRMED!**

**THURSDAY 15 TO SATURDAY 17 MAY 2025  
BRISBANE SHOWGROUNDS**

To be the first to know when sites are available to book, please email [qldevents@ccfqld.com](mailto:qldevents@ccfqld.com)



[ccfqld.com/CCF-Event-Sponsorship](https://ccfqld.com/CCF-Event-Sponsorship)



# CLOSING LOOPHOLES – FAIR WORK ACT REGULATES LABOUR HIRE

## WHAT DOES THIS MEAN FOR THE CIVIL CONSTRUCTION INDUSTRY?



Labour hire is an unavoidable feature of the civil construction industry. This has been due to the varying labour requirements during the life cycle of a project. This new legislation has the potential to significantly increase the cost of labour hire and bring further rigidity to the civil workplace.

However, in the wake of the litany of changes, readers will be excused from lacking a detailed comprehension of the nature and impact of these changes which commenced as of 15 December 2023.

Briefly, the Fair Work Legislation Amendment (Closing Loopholes) Act 2023 has introduced Regulated Labour Hire Arrangement Orders ('RLHA Orders') intended to prevent regulated employers (Regulated Hosts) from undercutting

bargained wages in enterprise agreements by engaging workers through a labour hire employer (LH Employer) with inferior bargained conditions.

### When Will an RLHA Order be made?

Upon application, the Fair Work Commission (FWC) must make a RLHA Order if it is satisfied that:

- ▶ A LH Employer supplies one or more of its employees (Regulated Employees) to

perform work for a Regulated Host; and

- ▶ If the Regulated Host were to self-employ those Regulated Employees to perform work of that kind, the Regulated Employees would be covered by an employment instrument (i.e., Enterprise Agreement) that applies to the Regulated Host (Host Employment Instrument); and
- ▶ The Regulated Host is not a small business employer (i.e., employs 15 or more employees).

However, an Order cannot be made if:

- ▶ Workers are supplied to provide a service, rather than mere labour; or
- ▶ It is not fair and reasonable in all the circumstances to make the Order.

An application for a RLHA Order can be made at any time now, but only by the following persons:

- ▶ An employee of the Regulated Host (Host Employee);
- ▶ A Regulated Employee;
- ▶ An employee organisation (Union) entitled to represent either a Host Employee or a Regulated Employee;
- ▶ The Regulated Host.

However, if made, no such Order can come into effect until 1 November 2024, at the earliest.

**What Will a RLHA Order Mean?** A RLHA Order, if made, has the effect of requiring the LH Employer/s covered by the Order to pay Regulated Employees no less than the full rate of pay payable to Host Employees of relative classifications under the Host Enterprise Agreement.

A RLHA Order will also mean additional obligations for Regulated Hosts, including obligations to:

- ▶ Apply to the FWC to extend coverage of an Order to new LH Employers engaged by the Regulated Host for work of the same kind (Variation Application);
- ▶ Notify, in writing, all potentially affected LH Employer tenderers that they could:

- become covered by the RLHA Order covering the Regulated Host; and
- be required to pay their employees supplied to the Regulated Host no less than the full rate of pay payable to a relative classification under the Host Employment Instrument.
- ▶ Notify, in writing, any successful LH Employer tenderer that:
  - the Regulated Host is required to make a Variation Application in respect of the LH Employer tenderer; and
  - if the FWC hasn't made a decision about the Order before the Regulated Employees commence work for the Regulated Host, the Order will be taken to apply to the Regulated Employees until a decision is made; and
  - if the FWC decides to vary the Order, the LH Employer will be required to pay their employees supplied to the Regulated Host no less than the full rate of pay payable to a relative classification under the Host Employment Instrument.
- ▶ Provide a LH Employer with all the information needed to pay the required rates under the Host Employment Instrument.

Exceptions to the various obligations apply, as well as anti-avoidance measures. We encourage readers to reach out to Drayton's Workplace Consulting for tailored assistance and advice with respect to RLHA Order applications and obligations.

**E: [admin@draytons.com.au](mailto:admin@draytons.com.au)**

**P: (07) 3831 7099**

## Contracts of Employment. Position Descriptions. Salary Benchmarking. Company Policies — An Integrated Service.

Drayton's Workplace Consulting can offer a complete service in streamlining your HR strategy as you look to grow, restructure or re-evaluate your company.





# CCF QLD COMMITTEE UPDATES

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

## CCF QLD IR, HR AND DIVERSITY IN CIVIL CONSTRUCTION COMMITTEE

The committee recently welcomed new members and trialled a new format with the meeting via Teams as the vast cohort of members are located remotely and this will aid in travel time and accommodate those in North Queensland. The committee discussed the following topics in recent meetings:

- ▶ International Day of People with Disabilities.
- ▶ Right to Disconnect.
- ▶ Enterprise Agreements.
- ▶ BOOT Test.
- ▶ Bullying and harassment claim causing mental health injury.
- ▶ Employer gender pay gap data released 27th February.
- ▶ First Nations Cultural Capability Resource.
- ▶ BPIC.
- ▶ Employee attraction and retention.
- ▶ Same Job Same Pay.
- ▶ CCF QLD Women in Civil Cocktail event for International Women's Day.

## CCF QLD LOCAL GOVERNMENT COMMITTEE

This committee welcomed new members and a discussion was held around the goals for 2024. Other items discussed were:

- ▶ Upcoming Local Government elections on the 16th of March.
- ▶ Consideration of different contract models.
- ▶ Rise and fall – why not all councils adopt it.
- ▶ Percentage of overheads.
- ▶ Contract conditions.
- ▶ Australian Standards – AS 4000.
- ▶ Request to tender and Post tender.
- ▶ Ranking notifications.

- ▶ Procurement transparency around project delays.

## CCF QLD TMR TECHNICAL COMMITTEE/ WORKING GROUP

The committee welcomed guests from Department of Transport and Main Roads:

- ▶ Stephen Rae - A/Engineering Manager (Standards and Assurance) | Structures | Engineering and Technology | Infrastructure Management and Delivery.
- ▶ Lawrence Hu - Senior Engineer | Structures | Engineering & Technology | Infrastructure Management and Delivery.

They attended the most recent committee meeting to discuss a submission that CCF QLD had made regarding MRTS03 and MRS03. Other items the committee discussed were:

- ▶ BPIC Pre-Qualification status.
- ▶ Collaborative contracts.
- ▶ Recovery works.
- ▶ Insurance claims for storm damage.
- ▶ Contract Administrators.
- ▶ Tender validity period.
- ▶ TMR Specification consultation and understanding changes.
- ▶ Procurement.
- ▶ Contracts.

## CCF QLD ENVIRONMENTAL AND SUSTAINABILITY COMMITTEE

The Environmental & Sustainability Committee welcomed new members. Committee member Dallas Frazier, Director of International Erosion Control Association (IECA) – and a representative for Fulton Hogan – discussed the IECA new accreditation. He spoke about the IECA on-country Erosion and Sediment Control (ESC) Program which helps First Nations people to repair soil once they have received land. The program provides base level education and awareness to provide support to First Nations persons. The committee then

discussed these items:

- ▶ Recent flood damage.
- ▶ Noise and vibration.
- ▶ Reduce, recycle and reuse.
- ▶ Net Zero Emissions 2050.
- ▶ Role of renewable hydrogen – emissions free fuel.
- ▶ End of waste codes.
- ▶ Federal Environment Protection Committee.
- ▶ Fire Ant Suppression Taskforce (FAST).
- ▶ Trenchless technology.
- ▶ Horizontal directional drilling and micro tunnelling.
- ▶ Native title and cultural heritage.
- ▶ Bill – Treasury Laws Amendment Bill 2024: Climate-related financial disclosure.
- ▶ New CCF QLD Environmental and Sustainability Policies.

## CCF QLD WORK HEALTH AND SAFETY COMMITTEE

This committee welcomed new committee members and discussed topics including:

- ▶ Heat Stress.
- ▶ New SWA interactive SWMS tool.
- ▶ Changes to the WHS Act.
- ▶ Entry permit holders.
- ▶ Submission For the Work Health and Safety and Other Legislation Amendment Bill 2023 (Qld) 10.01.2024, Public Hearing 30.01.2024.
- ▶ New model Code of Practice: Sexual and gender-based harassment published.
- ▶ Model Code of Practice: Managing risks of plant in the workplace – update December 2023.
- ▶ Excavator operating training for asbestos removal.
- ▶ Right to Disconnect Bill 2023.

To enquire about joining one of CCF QLD's six committees, please contact:

Leanne Weier  
Manager – Client Services

[lweier@ccfqld.com](mailto:lweier@ccfqld.com)  
0439 782 087

Please note that to be eligible to join the committees you must be a current financial contractor or associate level two member of Civil Contractors Federation Queensland Limited.

# AWARDS NOMINATIONS CLOSING 31ST MAY

Civil Contractors Federation Queensland Ltd (CCF QLD) are excited to announce that nominations are now open for the 2024 Earth Awards, People's Awards and Industry Training Awards.

The Earth Awards are an ideal opportunity to present your company's capabilities to the industry, your clients and prospective clients. The Earth Awards acknowledge excellence in civil construction projects across Queensland and are always the most anticipated categories of the awards evening. Entrants are judged on set criteria including:

- ▶ Project and construction
- ▶ Innovation
- ▶ People and training
- ▶ Quality
- ▶ Safety
- ▶ Environment
- ▶ Stakeholders.

The People's Awards recognise the exceptional people working in the Queensland civil construction industry, both

on and off-site. 2024 sees the return of the Collaborative Project of the Year Award. This award was brought about in 2023 to further promote collaborative behaviours and improved ways of working in the industry. Last year's award went to the Isle of Capri project. There are also three new categories - Engineer of the Year, Plant Operator of the Year and Support Champion of the Year.

The purpose of the Engineer of the Year award is to celebrate outstanding professionals who have made significant contributions to the advancement and success of civil construction projects. The Plant Operator of the Year award is a way to highlight and celebrate the crucial role that plant operators play in delivering civil infrastructure. It serves to honour individuals who excel in their responsibilities, contribute to the overall success of the

projects, and uphold high standards of safety and operational excellence. The Support Champion of the Year will be awarded to an individual who has showcased a passion for the construction industry in a supporting role. They have achieved respect in their employer organisation for the integral role they perform achieving outstanding results.

Lastly, the Industry Training Awards honour the outstanding achievements, exceptional contribution and hard work of apprentices, students and trainees who have worked with Civil Train (RTO#5708), the Registered Training Organisation of CCF QLD. The awards also recognise the commitment by industry to pursue excellence in training and skill development.

To submit a nomination, visit [www.ccfqld.com/Awards](http://www.ccfqld.com/Awards). All submissions are due by 5pm AEST 31 May 2024.

All awards will be presented on Friday 9 August 2024 at the Brisbane Convention & Exhibition Centre. Tickets are currently on sale at [www.ccfqld.com/events](http://www.ccfqld.com/events)



## EXCELLENCE IN CIVIL CONSTRUCTION AWARDS

*Celebrating Queensland's  
Best People and Projects*

# 2024 People's, Industry Training & Earth Awards nominations are now open!

*Including  
3 new  
categories!*

Visit [ccfqld.com/awards](http://ccfqld.com/awards) to submit



# MAXIMISING THE IMPACT OF VIDEO MARKETING IN CIVIL CONSTRUCTION AND INFRASTRUCTURE

24K Pure Gold Films

In the realm of business development for construction and infrastructure industries, a powerful tool often overlooked is video content. This medium has proven to be a game-changer, elevating brands and setting them apart as industry leaders. Research indicates that construction companies incorporating video into their marketing strategies enjoy higher brand recognition compared to their competitors who neglect this dynamic avenue.

Consider the notable players within the industry who have marked their presence through compelling marketing content. Their videos and marketing resonate with audiences, leaving a lasting positive impression and positioning them as industry leaders. These companies serve as benchmarks of excellence, harnessing the potential of video content and marketing to reinforce brand identity and drive business growth.

Just as consumers exhibit loyalty to their preferred brands, stakeholders within the construction and infrastructure sectors gravitate towards businesses with impactful brands. From iconic iPhone commercials to those classic beer advertisements, the influence of video content

on brand perception and loyalty in consumer markets cannot be overstated. The same applies for the construction industry too. Translating this principle to the construction industry, it becomes evident that video marketing holds immense potential for companies seeking to enhance brand awareness and secure lucrative opportunities. Each video produced represents an opportunity to engage, evoke emotion, and leave a lasting impression on the target audience.

## PARTNERING WITH PURE GOLD FILMS FOR EFFECTIVE VIDEO MARKETING SOLUTIONS

While the prospect of creating video marketing content may seem daunting, partnering with the right video content agency can easily overcome the challenges around strategy, execution and alignment with overarching business development objectives. In navigating the intricacies of video marketing within the sector, partnering with a seasoned content production agency can make all the difference. Pure Gold Films stands out as a trusted ally in this endeavour, offering comprehensive solutions tailored to the unique needs of businesses in the industry.

With a wealth of experience and expertise, Pure Gold Films excels in conceptualising, producing, and delivering high-impact video content and photography that resonates with target audiences in the industry. From capturing the essence of complex projects to showcasing the capabilities of industry players, their team is adept at crafting compelling narratives that elevate brands and drive business results.

By leveraging the creative talents and technical proficiency of Pure Gold Films, businesses can overcome marketing challenges and unlock their full potential in the competitive landscape of civil construction and infrastructure. In conclusion, businesses in the civil construction and infrastructure industry stand to benefit significantly from embracing video marketing as a cornerstone of their marketing endeavours. By leveraging this dynamic medium, companies can elevate their brand presence, foster trust with stakeholders, and position themselves for sustained success in a competitive landscape. As the industry evolves, so too must its marketing strategies, with video content emerging as a powerful tool for driving engagement, differentiation, and growth.

Contact us to find out how we can help your business: [www.puregoldfilms.com.au](http://www.puregoldfilms.com.au)

## NEW MEMBER PROFILES

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



### CASTLEQUINN CONSTRUCTION SERVICES

Castlequinn Construction Services was established in Brisbane, Australia, in March 2020. We provide project delivery services to major Civil Contractors, which include Acciona, SMEC Australia, CPB and JF Hull.

We are a Civil Project Delivery and Management Service company that specialise in supplying the civil construction industry with their supervision, engineering, safety and skilled labour. Since inception, we have partnered on some of Australia's most technically challenging projects working with our clients to ensure projects are delivered in a safe and efficient manner. Our values of Integrity, Trust and Collaboration, combined with an extensive and diverse set of skill sets in our people, drives our "best for project" approach, further strengthening our growing reputation.

Our capable personnel include:

- ▶ Civil and Structures Supervisors
- ▶ Superintendents
- ▶ Engineers
- ▶ DTMR Pre-qualified QA Inspectors
- ▶ Safety Professionals
- ▶ Skilled tradespeople, labourers and operators



### FREEMAN GROUP M&C PTY LTD

Freeman Group Mining & Civil is a provider of earthmoving equipment solutions catering to the specific needs of Queensland.

Established with a commitment to excellence and innovation, we offer a comprehensive range of services tailored to meet the diverse needs of our clients in the civil sector.

Our mission is not only to deliver exceptional results but also to contribute to the development and growth of the communities we serve. By leveraging our expertise and innovative approach, we aim to positively impact the landscape of Australia. From large-scale infrastructure projects to smaller-scale developments, we offer a range of services including bulk earthworks, detailed earthworks, sub division construction, road construction, and more with our state of the art fleet of equipment. Our commitment to quality, safety, and sustainability sets us apart, ensuring that every project is completed to the highest standards.





**PIKE CONSTRUCTION GROUP PTY LTD**

**Earthmoving Plant Hire (wet and dry).**

Pike Construction Group started as a sole trader backhoe hire for top tier civil construction companies in 2008 and became a company in 2012. Have worked for Lendlease Services, Shadforth Civil Contractors, Pensar Civil, Hall Contracting and more. We are looking to move into doing our own civil jobs in 2024.

- ▶ 2 x 15 ton excavators with GPS,
- ▶ 2x 5.5t excavator/positrak combos,
- ▶ 24t tipper
- ▶ 2x backhoes



**RETAINING WALL SYSTEMS (QLD) PTY LTD**

**At Retaining Wall Systems, our guiding principle is to offer top-tier services to major contractors and developers. We achieve this by prioritising client partnerships, fostering a culture of teamwork, honouring our commitments, and maintaining an unrelenting focus on quality.**

Specialists in commercial and industrial retaining wall and foundations. Our core business is the supply and installation of retaining walls and foundations for civil contractors, developers, builders and local government.

Retaining Wall Systems offers the complete package:

Design and Certification, Gravity Walls, Reinforced Earth Walls, Segmental block work with no fines concrete, Detailed face brickwork, Conventional blockwork, Sleeper walls, Precast walls, Gabion walls, MassBloc walls, Verti-block walls, Keystone walls, Magnumstone walls, Slope stabilisation, Sandstone walls and sculptures, Excavation and drainage, Concrete Footings, Waterproof and drainage solutions, Certification, OSD Tank – full package: excavation, steel fixing, blockwork, formwork.



**VISION INTELLIGENCE PTY LTD**

**Vision Intelligence is the leading provider of modular and solar surveillance solutions in Australia and New Zealand. Our product range consists of:**

- ▶ Security camera towers and trailers
- ▶ Environmental monitoring and reporting stations
- ▶ Vehicle reporting / counting and license plate identification.
- ▶ Hi Res timelapse cameras.
- ▶ Thermal imaging cameras
- ▶ Silent alarms and intrusion detection devices.

Our network is supported by a fully accredited monitoring centre that operates 24/7, a dedicated software development team and manufacturing facility.

Vision Intelligence has capabilities to supply Australia wide including regional and remote areas.



**WESTERN DOWNS CIVIL**

**Based in Queensland's Surat Basin, Western Downs Civil (WDC) is a diversified civil infrastructure company with project delivery capability across a range of industry sectors..**

Western Downs Civil provides civil construction, earthworks, roadworks, and plant hire services across Queensland. The key drivers of WDC are: Safety, Quality, Value and Lasting Relationships.

Western Downs Civil brings a significant point of difference to the market through a focus on creating long-term, high-trust relationships with our clients. This culture is a pivotal part of our success, driven by Managing Director Joshua Hardimon throughout our entire team.

Our goal is to create a longstanding partnership with your business to ensure the successful delivery of your projects by overcoming challenges together and always operating on a win-win platform. Our focus on this goal has ensured strong, continued relationships with clients.

Western Downs Civil provides civil construction, earthworks, roadworks and plant hire services to Chinchilla and the Surat Basin.



**RMS ENGINEERING & CONSTRUCTION PTY LTD**

**RMS Engineering & Construction is a Townsville based civil construction company experienced in delivering infrastructure projects such as:**

- ▶ major highways and roads
- ▶ mining infrastructure
- ▶ water and wastewater
- ▶ sport and community enhancement
- ▶ defence civil infrastructure

and general construction including bulk earthworks, tailings dams, mine environmental and rehabilitation works, and retaining walls.



**SUPERSLEEPER PTY LTD**

**SuperSleeper, a pioneering force in the retaining wall industry, offers lightweight composite retaining wall solutions. Engineered by certified Chartered Engineers, SuperSleeper products undergo rigorous testing in NATA-accredited laboratories and QUT, exceeding Australian standards.**

Weighing under 6kg, these sleepers are easy to install, customizable with a UV coat, fire-resistant, and designed to withstand long-term deflection. Our commitment to sustainability shines through, with up to 75% less CO2 emissions than traditional materials. The SuperSleeper range, including SuperBrackets and SuperCaps, presents a durable, sustainable, and cost-effective alternative for retaining walls. With a lifespan exceeding 100 years, SuperSleeper redefines landscaping with modern, seamless aesthetics. Experience innovation that supports both your landscape and the planet.

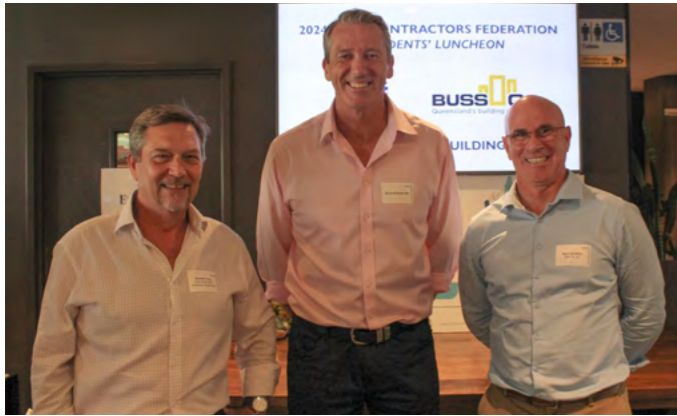






# CELEBRATING DECADES OF DEDICATION: HIGHLIGHTS FROM THE 2024 CCF QLD PRESIDENTS' LUNCHEON

Glenn McGrath AM Inspires, John Gri of Dormway Receives The Prestigious President's Award, and Member Loyalty Awards Recognise Industry Veterans.



In a spectacular gathering at the Queensland Cricketers' Club on February 23rd 2024, the Civil Contractors Federation Queensland Limited (CCF QLD) Presidents' Luncheon took centre stage. This annual event, eagerly anticipated by industry as it always sells out, not only celebrated excellence and leadership but also introduced a new facet—the Member Loyalty Awards. With keynote speaker Glenn McGrath AM inspiring the crowd, and loyalty awards recognising the stalwarts of the industry, the luncheon showcased the enduring spirit that defines Queensland's civil construction landscape.

## GLENN MCGRATH AM: WISDOM BEYOND THE CRICKET PITCH

The crowd, comprised of industry leaders and professionals, was treated to insights from cricketing legend Glenn McGrath AM. Drawing parallels between the precision of fast bowling and the intricacies of the construction sector, McGrath spoke eloquently about leadership,

resilience, and the pursuit of excellence. His anecdotes from the cricketing field seamlessly translated into valuable lessons for the business realm, leaving the audience inspired and enlightened.

## MEMBER LOYALTY AWARDS: RECOGNISING INDUSTRY STALWARTS

A poignant addition to this year's event was the introduction of the Member Loyalty Awards, a recognition of companies who have dedicated over two decades to CCF QLD membership. Divided into two categories—20+ years and 25+ years—the awards celebrated loyalty, dedication, and the profound impact these individuals have had on the industry.

In the 20+ year category, the following companies were recognised:

- ▶ Boulder Wall Constructions,
- ▶ Civil Mining & Construction,
- ▶ R&R Earthmoving,

- ▶ Shadforth Civil,
- ▶ Vassallo Constructions, and,
- ▶ Dormway.

The 25+ year category also honoured a distinguished group:

- ▶ Albem Operations,
- ▶ Bielby Holdings,
- ▶ BMD Group,
- ▶ McIlwain Civil Engineering,
- ▶ Hall Contracting,
- ▶ JF Hull Holdings,
- ▶ QLD Bridge & Civi, andl
- ▶ Seymour Whyte Constructions.

These dedicated civil construction companies, each with a quarter-century or more of service, have left an indelible mark, shaping the industry's landscape with their expertise and dedication.

## ADVANCING INDUSTRY THROUGH MEMBER LOYALTY

The Member Loyalty Awards underscored the industry's collective strength and longevity. These professionals have weathered storms, adapted to changes, and remained steadfast in their commitment to excellence. Their membership symbolises not just years of loyalty but decades of expertise, resilience, and a deep understanding of the construction sector's nuances that have helped CCF QLD strive and advocate for a better and more sustainable industry.

## JOHN GRI: A JOURNEY ROOTED IN INNOVATION AND RESILIENCE

Amidst the celebration of loyalty, Dormway stood out, not just as a recipient of the 20+ year loyalty award but also with Managing Director John Gri as the recipient of the prestigious President's Award. Gri's journey, emerging from humble beginnings on a tobacco farm, paints a picture of determination and innovation.

Leaving his rural roots at 17, Gri pursued civil engineering at what was then QIT in Brisbane. Choosing practical experience over theoretical knowledge, he joined Stanzo, a Melbourne-based tunnelling and civil contractor. Over the next five

years, Gri spearheaded significant projects across Queensland and NSW, establishing himself as a force in the industry.

The withdrawal of Stanzo from Queensland marked a pivotal moment. Rather than follow the conventional path, Gri founded Dormway, focusing on water and sewer projects and subdivision works. His team's reputation for overcoming challenges and pioneering solutions grew, with projects ranging from the initial water and sewer trunk mains for Maroochy Council to introducing new pipe relining technologies to Australia.

Gri's strategic vision and commitment to innovation kept Dormway ahead of the curve. Early adoption of 3rd Party Certification of HSEQ systems and involvement in pioneering Alliance projects showcased a company poised for long-term success. Today, Dormway stands as a trusted partner for key water authorities in Southeast QLD.

## GLENN MCGRATH AM: LUNCH WITH A LEGEND

To finish off a great luncheon, cricket legend

Glenn McGrath AM captivated the audience with insights into his illustrious career and the invaluable lessons learned on and off the field. From recounting unforgettable moments in cricket history to sharing personal anecdotes, McGrath delved into the mindset required for sustained success. The iconic fast bowler also emphasized the importance of resilience, teamwork, and adaptability in overcoming challenges. His engaging talk left attendees inspired and motivated, highlighting the parallels between sporting excellence and achieving goals in any endeavor.

In its commitment to excellence, resilience, and the enduring spirit of its professionals, the 2024 CCF QLD Presidents' Luncheon stands as a testament to the construction industry's past, present, and undoubtedly, its future. The legacy of dedication, highlighted by the Member Loyalty Awards, ensures that Queensland's construction sector remains robust, innovative, and ready to face the challenges of tomorrow.

To register for our next event please visit [www.ccfqld.com/events](http://www.ccfqld.com/events)





# Supercharge

your civil construction business  
with CCF Queensland membership

# Elevate

valuable resources and member-only  
content, enjoy exclusive event discounts,  
and amplify your networking opportunities.



CIVIL CONTRACTORS  
FEDERATION QLD LTD

Unlock your company's potential –  
join today at [www.ccfqld.com](http://www.ccfqld.com) or  
call **1300 CCF QLD** for a competitive  
edge in the industry.

# BUILDING BRIDGES: NAVIGATING MENTORSHIP IN CIVIL CONSTRUCTION



**CIVIL TRAIN**  
The Training Division of the CCF  
RTO#5708

When considering hiring a new apprentice or trainee for your business, one of the initial considerations to contemplate is who would make the best mentor for them. Mentors play a significant role in helping apprentices and trainees grow. They don't just teach skills; they also show them how to fit into the business. It is important to choose a mentor who has the right skills and knowledge to guide the apprentice or trainee through their qualification. The mentor should be a person who can create an environment where the apprentice or trainee feels comfortable sharing concerns and getting help with any obstacles they face. Ultimately, mentors are there to guide apprentices or trainees through the challenges that may arise during their qualification journey.

When contemplating who would be a suitable mentor, there are a few key things to consider. The mentor should have good interpersonal and communication skills, as well as significant experience in the industry. They should understand the ins and outs of the industry, including its trends and challenges. A seasoned mentor can offer valuable insights from their own experiences, which can enrich the

apprentice or trainee's learning journey. Mentorship is not just about individual growth; it's also about working together with employers to improve employee engagement and satisfaction. This can lead to higher retention rates and a better work environment, especially important for female apprentices in male-dominated workplaces. Trainers who work for Registered Training Organisations often act as mentors for apprentices and trainees. They take a holistic approach to their development, going beyond just teaching technical skills. These mentors provide guidance and support, encouraging apprentices and trainees to do their best work. They also work with site supervisors and trainees during site visits, offering hands-on assistance and feedback to help apprentices and trainees learn and grow in real-world settings.

Moreover, many Australian apprenticeship support network services offer free mentorship programs for trainees and apprentices. This service can be utilised to assist trainees and apprentices with any questions relating to their qualification and navigating communication strategies with employers. For example, BUSY Sisters offers 6 months of structured, free mentoring specifically for women apprentices and trainees. Their mentors have trade backgrounds or significant industry experience combined with counselling or psychology qualifications to provide the best support possible. Mentees and their employers will be provided with one-on-one support, resources, referrals, and access to regular networking and peer-to-peer events.

MEGT also offers mentorship programs for both General Civil tradespeople

and female participants in the industry. Their services provide support with work and training as well as personal matters. They can help with understanding your job role, providing referrals and advice regarding services, offering information and resources, providing coaching and training, offering career guidance, assisting with apprenticeship or traineeship suspensions or cancellations, providing language literacy and numeracy assistance, helping with social, life skills, and personal issues, assisting with lack of stable accommodation, disability, drug, alcohol, and mental health issues, personal relationships, finances, access to cultural programs and support, emotional and/or behavioural issues, transport, and legal matters.

If you need support, don't hesitate to reach out to these service providers. Additionally, if you would like the team at Civil Train to assist in facilitating mentorship services for your business, or to find out more about the short courses and qualifications that we offer please contact us:

P: 1300 CCF QLD  
E: [civiltrain@ccfqld.com](mailto:civiltrain@ccfqld.com)  
W: [www.civiltrainqld.com](http://www.civiltrainqld.com)







# 2024 CCF QLD STATE CONFERENCE

Friday 17 May | Brisbane  
BOOK TICKETS: [WWW.CCFQLD.COM/EVENTS](http://WWW.CCFQLD.COM/EVENTS)

## EVENT COMMENCES

7:00am Registrations Open  
Welcome Tea & Coffee | Stand Up Breakfast

## OFFICIAL OPENING

7:45am - 7:50am Master of Ceremonies Welcome  
NEIL BREEN



7:50am - 7:55am CCF QLD Welcome

## SESSION ONE

7:55am - 8:00am Sponsor Presentation  
BUSSQ BUILDING SUPER 

8:00am - 8:20am Macro Economic Outlook  
DR MATTHEW PETER, CHIEF ECONOMIST, QIC



8:20am - 8:40am Current IR Laws Landscape  
IR LAWYER

8:40am - 8:45am Sponsor Presentation  
FIRST AID ACCIDENT & EMERGENCY 

8:45am - 9:15am Innovative Strategies for Skills Development  
ROBERT SOBYRA, BUILDSKILLS



9:15am - 9:45am Productivity Gains through Procurement  
DEANNE HAWKSWOOD, TRANSPORT AND MAIN ROADS



9:45am - 9:50am Sponsor Presentation  
PICKLES INDUSTRIAL 

## MORNING TEA

9:50am - 10:20am Morning Tea

## SESSION TWO

10:20am - 10:30am Sponsor Presentation  
BEFORE YOU DIG AUSTRALIA 

10:30am - 11:05am Harnessing the Potential of Recycled Materials  
LAUREATE PROFESSOR VEENA SAHAJWALLA



11:05am - 11:35am Sustainable Solutions - A case study on the Cross River Rail  
ALEX FRASER GROUP

11:35am - 11:40am Session Sponsor  
PROPELLER 



# 2024 CCF QLD STATE CONFERENCE

Friday 17 May | Brisbane  
BOOK TICKETS: [WWW.CCFQLD.COM/EVENTS](http://WWW.CCFQLD.COM/EVENTS)

## SESSION THREE

11:40am - 11:50am Sponsor Presentation  
SITECH CONSTRUCTION SYSTEMS  

11:50am - 12:25pm Building Productivity by Embracing AI in the Civil Construction Industry  
NICK ABRAHAMS



## SITECH CONSTRUCTION SYSTEMS NETWORKING BREAK

12:30pm - 1:30pm Networking Drinks & Canapes

## HASTINGS DEERING LONG LUNCH

1:30pm Buffet Lunch Commences

2:20pm - 2:30pm Sponsor Presentation  
HASTINGS DEERING 

2:30pm - 3:00pm Laughs with Lloyd  
LLOYD LANGFORD, COMEDIAN



## OFFICIAL CLOSE

3:00pm Official Close

TO BOOK VISIT  
[WWW.CCFQLD.COM/EVENTS](http://WWW.CCFQLD.COM/EVENTS)

Naming Sponsor

Hastings Deering 

Supporting Sponsors





# WHAT IS THE ROLE OF A SUPPORT PERSON NOMINATED BY AN EMPLOYEE?



When the Fair Work Commission (FWC) assesses an unfair dismissal claim, it analyses whether the dismissal was "harsh, unjust, or unreasonable. The Fair Work Act informs that you cannot unreasonably refuse your employee's request for a support person at a meeting to discuss a dismissal. While you have no legal obligation to offer your employee a support person, you cannot refuse a request for a support person without a justifiable reason. However, if a person facing a serious disciplinary meeting has a support person with them, what is that person entitled to do? Are they entitled to act as an advocate or representative?

Many employers, when setting up a serious disciplinary meeting, do inform the employee that they have that right, as a matter of good practice if not of legal obligation. It is also generally prudent to be flexible in arranging meeting times to allow the support person to attend.

The traditional understanding has always been that a "support" person is there to do just that, meaning to provide support to the employee and not to be a spokesperson or advocate for the employee. Hypothetically speaking a support person "sits beside the employee" while the representative "stands in the employee's shoes".

An employer is entitled to communicate directly with the employee, and have the employee respond in person about work related matters, rather than through a representative.

A support person in a disciplinary meeting can provide moral support to the employee. They might be a friend, mentor, or a union representative. However, their role is not that of an advocate for the employee but to be there as a support. This might involve their attentive presence, or taking notes, or the support person suggesting to the employee points they should make, or questions they should ask, or information they should request, or suggesting when there should be a break from the meeting, particularly if the employee has become upset. Such a break is an opportunity for the support person to make suggestions for the further conduct of the meeting on the employee's side.

Ensure the support person understands exactly what their role is and what the boundaries are. If they become argumentative or their behaviour is disruptive, remind them that they are there for support only and cannot be an advocate for, or speak on behalf of the employee.

Should the support person become too obstructive, you may need to stop the meeting

and reschedule it, and perhaps suggest to the employee that they choose another support person.

Nothing prevents an employer having their own support person present. It may help to have your own support person present who can take notes, as well as advise you of any questions you may have missed.

Often employees engage a solicitor to attend a meeting with the employer. An employer would be within their right to refuse accepting such a person as a support person. However, often to avoid an argument about this the employer could agree but on the strict understanding that the solicitor's role is that of a support person (a non-speaking role) and not that of a representative.

**Jacques Franken**  
**SPECIALIST BUSINESS ADVISOR**  
**BA LLB**  
**Admitted Attorney High Court of South Africa**  
**Admitted Attorney High Court of Kingdom of Lesotho**  
**JP (Qual) QLD**

## MEMBER OFFERS AND DISCOUNTS

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

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

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

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

### ACCOMMODATION OFFER

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



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

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

### CORPORATE TRAVEL OFFER

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

Just quote your CCF QLD Membership number.

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



### DEFIBRILLATOR & FIRST AID TRAINING

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

**P** – 07 5520 5068  
**E** – [sales@firstaidae.com.au](mailto:sales@firstaidae.com.au)  
**W** – [www.firstaidae.com.au/ccfqld-partner](http://www.firstaidae.com.au/ccfqld-partner)



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



### HEALTH INSURANCE OFFER

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

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

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

~Waiting periods apply. Some lens coatings excluded.

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



## IR, ER & HR SERVICES



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

### 10% DISCOUNT ON KAWANNA SALARY SURVEY ANNUAL REPORT

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

Just quote your CCF QLD Membership number.

### HUMAN RESOURCE AND INDUSTRIAL RELATIONS CONSULTING

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

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

Just quote your CCF QLD Membership number.



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

## IR, ER & HR SERVICES



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

### ENTERPRISE AGREEMENT AUDIT

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

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

Just quote your CCF QLD Membership number.

## LEGAL



**P** – (07) 3211 2922 (Brisbane)  
**P** – (07) 5574 0011 (Gold Coast)  
**W** – [roselitigation.com.au](http://roselitigation.com.au)

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

Just quote your CCF QLD Membership number.

## TRAINING AND PROFESSIONAL DEVELOPMENT



**P** – 1300 CCF QLD  
**E** – [civiltrain@ccfqld.com](mailto:civiltrain@ccfqld.com)  
**W** – [civiltrainqld.com](http://civiltrainqld.com)

### CIVIL TRAIN

CCF QLD members receive a 10% discount on all accredited and non-accredited short courses.

## SUPERANNUATION



**P** – 1800 692 877  
**E** – [employerservices@bussq.com.au](mailto:employerservices@bussq.com.au)  
**W** – [bussq.com.au](http://bussq.com.au)

### BUSSQ BUILDING SUPER

Personalised service and a free onsite BBQ for you and your employees to discuss your superannuation needs.

## INSURANCE



### PSC INSURANCE BROKERS WOULD LIKE TO EXTEND AN EXCLUSIVE OFFER TO CCF QLD MEMBERS. WE WILL WAIVE HALF OF OUR FEE AND COMMISSION FOR ANY NEW POLICY PLACED VIA US UP UNTIL THE END OF 2024.

PSC Insurance Brokers Brisbane is a proud Partner to CCF QLD, supporting their representation and advocacy role by providing insurance, risk and liability advice, as well as arranging robust and comprehensive insurance programmes for their members. Having participated in the civil construction insurance industry since the commencement of our company, we have a thorough understanding of the risks you face and the insurance products that you should consider. An Australian owned multinational insurance brokerage, we have the size and expertise to solve all of your insurance problems.

We are dedicated to helping you protect your operations and assets through considered advice and the ability to leverage our scale with leading insurers and underwriting agencies.

Our personal approach and care is what we know sets us apart from other brokerages, with a highly experienced and dedicated team who:

- ▶ Understand your needs, your industry and your risks
- ▶ Negotiate on your behalf to provide the best policies and terms available
- ▶ Are able to access exclusive products from leading Underwriters through the PSC / CCF QLD Relationship
- ▶ Deliver quality, timely and cost-effective outcomes unique to your business situation and current needs
- ▶ Act on your behalf to get claims paid quickly while maximising your entitlements
- ▶ Are available to you and your business at all times

We welcome the opportunity to meet with you to explore your insurance requirements and where we might be able to offer smarter or more costs effective solutions.

To take advantage of this offer simply call me, email or send a note via our website:

Reece Cohalan

**M** – 0417 089 903

**E** – [rcohalan@pscinsurance.com.au](mailto:rcohalan@pscinsurance.com.au)

**W** – <https://www.pscinsurance.com.au/specialty-expertise/civil-contractors-insurance/>

**P.S. Don't forget to mention this incredible offer!**





CCF QLD CAIRNS NETWORKING EVENT



CCF QLD WOMEN IN CIVIL COCKTAIL EVENT





# BUILD. BELONG. GROW.



**SPECIALISED  
INDUSTRY  
INSURANCE<sup>^</sup>**

**9.28%\***  
AVERAGE RETURN  
OVER 39 YEARS

**100%**  
FOR MEMBERS

To find out more visit [bussq.com.au](http://bussq.com.au) or call **1800 692 877**.

Products issued by BUSS (Queensland) Pty Ltd ABN 15 065 081 281, AFSL 237860, Trustee of Building Unions Superannuation Scheme (Queensland) (BUSSQ) ABN 85 571 332 201. Consider the Product Disclosure Statement and Target Market Determinations at [bussq.com.au/forms-and-resources](http://bussq.com.au/forms-and-resources), before deciding whether a product is right for you. \*Average return is net of investment fees and costs, taxes, and the percentage-based administration fee and based on the performance of the Balanced Growth Super option since inception on 1 January 1985 calculated at 30 June 2023. Past performance is not a reliable indicator of future performance. ^Insurance subject to eligibility.

## THANKS TO OUR EXCLUSIVE ANNUAL PARTNERS



**PicklesIndustrial**

**Hastings Deering** 



### SUPPORTING SPONSORS



### MEDIA PARTNER





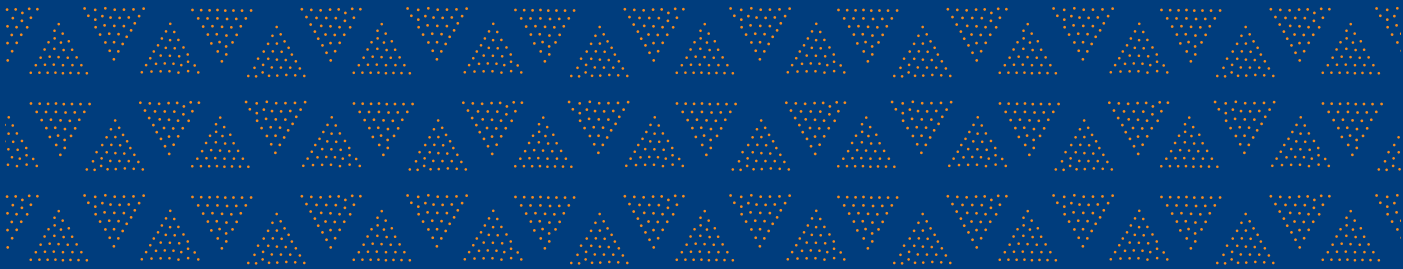


**1300 CCF QLD**  
E: [admin@ccfql.com](mailto:admin@ccfql.com)  
[www.ccfql.com](http://www.ccfql.com)

**BRISBANE**  
11 Hi-Tech Court  
Eight Mile Plains QLD 4113

**TOWNSVILLE**  
13 / 547 Woolcock Street  
Mount Louisa QLD 4814

**CAIRNS**  
Unit 3B, 127 Abbott Street  
Cairns City QLD 4870



**CIVIL CONTRACTORS  
FEDERATION QLD LTD**