

CEO COMMENTS

Earth Awards Gala Dinner

The 2020 Earth Awards Gala Dinner was a fantastic night that celebrated excellence in civil construction and training achievement. Congratulations to our finalists and winners:

2020 CCFNT Earth Awards Finalists

- **SITZLER** Project: *Winchelsea Island Exploration Works*
- **ADVANCE CIVIL ENGINEERING** Project: *Nitmiluk National Park Jetty Construction*
- **BMD URBAN** Project: *Zuccoli West Sewer Pump Station*
- **DCT AUSTRALIA** Project: *Galiwinku Subdivision Civil Works and Services*
- **ALDEBARAN CONTRACTING** Project: *Tablelands Hwy Stage 1 and Stage 2*
- **SITZLER** Project: *Rapid Creek Flood Mitigation*
- **DOWNER** Project: *Ayers Rock Airport Upgrade*
- **TERRITORIA CIVIL** Project: *Garramilla Boulevard & Tiger Brennan Drive Duplication Stage 3*
- **SITZLER** Project: *Delamere External Civil Works*

2020 CCFNT Earth Award WINNERS

- **PROJECT VALUE UP TO \$2 MILLION: SITZLER**
Project: *Winchelsea Island Exploration Works*
Sponsored by BUSSQ and GraysOnline
- **PROJECT VALUE \$2 MILLION to \$5 MILLION: BMD URBAN**
Project: *Zuccoli West Sewer Pump*
Sponsored by NT Government
- **PROJECT VALUE \$10 MILLION to \$30 MILLION: SITZLER**
Project: *Rapid Creek Flood Mitigation*
Sponsored by PSC Insurance Brokers
- **PROJECT VALUE \$30 MILLION to \$75 MILLION: TERRITORIA CIVIL**
Project: *Garramilla Boulevard & Tiger Brennan Drive Duplication Stg3*
Sponsored by Northern Territory Government

2020 CCFNT Subcontractor of the Year

HIQA GEOTECHNICAL

NEWSLETTER October 2020



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Tom Harris
CEO

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Earth Awards Gala Dinner (cont...)

2020 CCFNT Trainee and Apprentice Awards Finalists

- **Dean Edward Ayson** *HiQA Geotechnical*
- **Luis Alfredo Munoz Cepeda** *HiQA Geotechnical*
- **Andrew Creber** *Hastings Deering*
- **Nicholous de Beer** *HiQA Geotechnical*
- **Steven Edwards-Arnold** *Aldebaran Contracting*
- **Hayden Green** *Aldebaran Contracting*
- **Colin Mackander** *HiQA Geotechnical*
- **Rob Rata** *BMD*
- **Newton Roddenby** *HiQA Geotechnical*
- **Isaiah Thomas Silvestre** *HiQA Geotechnical*
- **Toby Smith** *BMD*
- **Sugam Suwal** *HiQA Geotechnical*

2020 CCFNT Trainee and Apprentice Awards Winners

CCFNT FIRST YEAR APPRENTICE AWARD

Sponsored by Dial Before You Dig

DEAN EDWARD AYSON *HiQA Geotechnical*

CCFNT NT MATURE AGE ACHIEVER

Sponsored by Earthworks Training & Assessment Services

TOBY SMITH *BMD*

CCFNT INDIGENOUS TRAINEE AWARD

Sponsored by Dept of Infrastructure, Planning and Logistics

NEWTON RODDENBY *HiQA Geotechnical*

CCFNT RAE SNODGRASS APPRENTICE OF THE YEAR (JOINT WINNERS)

Sponsored by Brooks Hire

ANDREW CREBER *Hastings Deering*

and

HAYDEN GREEN *Aldebaran Contracting*



Minister Eva Lawler with Indigenous Trainee Award Winner, Newton Roddenby from HiQA Geotechnical

Meeting with Chief Minister

I was invited to attend a meeting with Chief Minister Michael Gunner recently to discuss a range of economic recovery related initiatives and how industry will be able to respond. The key message from the industry representatives at that meeting was that some of the assistance programs need to come to an end if we want to get people back into the workforce. Access to labour may well be the limiting factor that impacts project delivery.

We need to see an increase in contractor margins to improve business confidence, as well as a spread of projects by scale and region. We also need an invigorated and energised public sector that facilitates project delivery, not layers of unnecessary beige tape that strangles industry.

Exhausted Construction Material Resources

It is becoming increasingly difficult to source quality construction materials for infrastructure projects in many corridors and reserves throughout the Territory. We have raised this issue previously with the Government and it has now been confirmed that resources have been allocated within DIPL to identify, map and secure future sources of construction materials. This is an urgent matter, and we will keep the pressure on to ensure this item is actioned in a timely manner.

Meeting with Minister Eva Lawler

Members of the CCF Executive met recently with Minister Lawler to discuss our priority issues that included: increased investment in civil infrastructure, continuity and value of works packages, procurement processes, DIPL internal skills audit, Beige Tape, Indigenous employment, IEPS, DIPL auditing on smaller civil projects and inclement weather contract clause.

Meeting with Senator Dr. Sam McMahon

Key issues discussed with Senator McMahon included: Commonwealth funding for Territory infrastructure projects, CCFNT's Indigenous Procurement Policy position, local content in civil construction and the importance of ensuring the Developing Northern Australia Agenda is a key item for the Federal Government. We need action, not words. Senator McMahon understands our position and her views were well aligned with those of industry.

Indigenous Employment Provisional Sum (IEPS)

In September, CCFNT on behalf of our members, sent a letter to the IEPS Audit and Investigation Unit within DIPL outlining our legal advice relating to requests from the IEPS audit team for historic data from projects completed many years back. We are yet to receive a response to our letter. Below are a few paragraphs from our correspondence.

Indigenous Employment Provisional Sum (IEPS) (cont...)

CCFNT has obtained legal advice that the various contracts, which are the subject of the letters our members have received from your unit, have terminated by performance and that, absent fraud, DIPL cannot now insist on performance of obligations under those contracts. Whether as a result of a deliberate decision or of poor contract administration, strict compliance with those provisions of the contracts was waived by DIPL and it is now too late to insist on performance.

I want to emphasise that all of the affected members who have spoken to me insist that any claims they made under the scheme were honestly and appropriately made. None of them have anything to hide from DIPL. If the documents and information your unit has demanded could be provided with little difficulty and at little cost, these members would comply, notwithstanding that there was no legal obligation to do so. But as I pointed out above, most of these contracts concluded years ago and it is now difficult and expensive, or practically impossible, to do what could have been done while the contract was being performed, had DIPL administered it correctly.

So, unless you can provide some cogent legal reasoning to support the assertion that our members have a legal obligation to do the things demanded in your correspondence to members, CCFNT's advice to its members will be that your demands do not have to be complied with.

Institute of Civil Infrastructure

CCFNT has recently partnered with the Institute of Civil Infrastructure to be our industry's dedicated continual professional development provider. They are committed to supporting people's future in our industry through providing industry standards and recognition, continual professional learning opportunities and exclusive networking events for the industry across the Northern Territory and the nation. The ICI Learning Program is designed and delivered by industry experts. ICI was born from industry experts from across the country identifying a specific need in the industry around management standards, civil-specific upskilling and employee retention.

There is a feature on upcoming ICI course options on page 10 of this newsletter.

Roads Working Group

CCFNT has joined the NT Cattleman's Association (NTCA), the Automobile Association of the NT (AANT) and the NT Farmers Association (NTFA) in seeking support from the Minister for Infrastructure, Planning and Logistics to create a working group to assist in identification of priority road development and upgrades in the Northern Territory.

The NTCA reached out to CCFNT to be part of the group following on from earlier conversations between our organisations. As a collective we believe such a group would greatly assist the Northern Territory Government maximise its representation to the Federal Government regarding road spending in the Territory.

Having a formalised industry working group with refined road priorities will ensure there are no mixed messages between the priorities of the Northern Territory Government and industry and will add weight to the representations.

President's Christmas Lunch

Thank you to everyone who booked so swiftly. We have sold out. It will be a fantastic afternoon on:

► **FRIDAY 27th NOVEMBER @ 12.30 PM | Rydges Palmerston**

Member Issues

As an industry advocate, I need to know the issues that are causing trouble in your business operations. If I don't know that you are having difficulty, I can't assist. I am happy to come and visit you at your office, depot or worksite to better understand your needs. Please give me a call to arrange a meeting.



Tom Harris, CEO, CCFNT, meeting with Rod Lambert, Arjay's Sales and Services, Member of CCFNT

Cheers,

Tom Harris
CEO

For upcoming event details follow CCFNT on



NTG Civil Tenders Awarded October 2020

Project	Company	Project Value
Darwin - Little Mindil Beach - Footpath Erosion Remediation	DTA Contractors Pty Ltd	\$1,476,539.24
Buntine Highway - Pavement Strengthening and Widening from Ch96.000km to Ch99.533km	Craven Diesel Services Pty Ltd	\$1,497,476.49
Alice Springs Region - Urandangi Road - Tropical Cyclone Trevor Flood Damage Repair	Monarch Ventures Pty Ltd	\$768,429.00
Abala Road - Pathway Realignment and Bus Bay Upgrade for Existing Bus Stops	K & D Klidas Nominees Pty Ltd	\$156,490.84
Roper Highway - Upgrade & Bitumen Seal CH135.39 to CH137.55km	Craven Diesel Services Pty Ltd	\$1,198,461.69
Katherine Region - Stuart Highway - Pavement Rehabilitation at Three (3) Locations	Downes Graderways Pty Ltd	\$199,450.88
Alice Springs Region - Rainbow Valley Road - Gravel Re-sheet Ch 7.78km to Ch 21.44km	Asplum Pty Ltd	\$449,551.50
Point Stuart Road Upgrade - CH 11.40KM to CH 40.50KM - Investigation, Design and Documentation	ADG Engineers (Aust) Pty Ltd	\$314,506.19
Tjukururu Road - Provision of Annex Laboratory and Conformance Testing Services for the Tjukururu Road Upgrade Ch.40.40km to	SMS Geotechnical (NT) Pty Ltd	\$317,990.00

NTG Civil Services Procurement Plan

The Civil Services Procurement Plan for October 2020 is now available via DIPL's intranet service. Please click on the link below to view the plan. Please note some tender dates may be impacted by COVID-19 restrictions.

<https://dipl.nt.gov.au/industry/future-procurement/procurement-plan-civil-services>



CIVIL CONTRACTORS
FEDERATION

A MESSAGE FROM CHRIS MELHAM

Civil Contractors Federation National continues to advocate at the highest level of government to demonstrate the civil infrastructure sector's capacity to help lead Australia's recovery from COVID-19 and the economic recession.



Together with CCF State and Territory Industry associations we collectively continue to advocate for new civil infrastructure money being injected into the Australian economy - most jurisdictions have announced a bringing forward of existing committed investment money but Governments are still significantly short of what is required for the sector to start leading our economic recovery - Reserve Bank Governor Phillip Lowe believes States need to spend an additional \$40 billion over the next 2 years!

A growing number of experts are supporting CCF National's call for the Federal Government to borrow more to invest in productive infrastructure to support Australia's economic recovery in this era of historically low interest rates.

CCF National is a key industry voice in this campaign.

Chris Melham
Chief Executive Officer
Civil Contractors Federation National

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New Member Profile



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Rauseo Group Pty Ltd is a family run Mortgage Broking business who help put people back in control of their money.

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**IT'S OK
NOT TO
BE OK.**

**OFFER SUPPORT
TO YOUR MATE.**





***Note: All course times displayed are AEST**

As we come to the end of a crazy 2020, it's natural to turn our thoughts to 2021 and start laying the foundations for success. In November, two of the courses we are delivering are our most popular courses in Managing Managers to undertake Performance Management (8 spots left) and Leading to Achieve High Performing Teams (3 spots left).

Both of these courses enable participants with skills to excel as a team manager or leader around performance. An essential skill as a leader is the ability to engage and drive your team to succeed – both individually in their roles and collectively as a team or unit. Start 2021 with the skills you need to manage your team's performance, whether that is making a good team great or whether it is "moving the dial" from underperformance to high performance. What you do now, prior to the end of 2020, will enable you to hit the ground running in the New Year.

Josh Hallam

ICI General Manager | 1300 ICI AUS

COURSE CALENDAR

<p>The Institute of Civil Infrastructure People Management Course</p>  <p>Managing Managers to undertake Performance Management effectively (2)</p> <p>Live Interactive Webinar or at the ICI Learning Centre</p> <p>OVER 70 CPD Courses for the Civil Construction Industry</p> <p>Managing Managers to undertake Performance Management effectively (2)</p> <p>Date: 12 November 2020 Time: 9.00 am -1.00 pm AEST</p> <p>Book Now</p>	<p>The Institute of Civil Infrastructure Business and Operations Course</p>  <p>Contract Management Law: What a manager of managers needs to know</p> <p>Live Interactive Webinar or at ICI Learning Centre</p> <p>OVER 70 CPD Courses for the Australian Civil Construction Industry</p> <p>Contract Management Law...what a manager of managers needs to know</p> <p>Date: 11 November 2020 Time: 12.30pm-4.30pm</p> <p>Book Now</p>	<p>The Institute of Civil Infrastructure Technical (CHL) Management Course</p>  <p>Project Cost (1) - Estimation and Control</p> <p>Live Interactive Webinar or at the ICI Learning Centre</p> <p>OVER 70 CPD Courses for the Civil Construction Industry</p> <p>Project Cost (1) - Estimation and Control</p> <p>Date: 18 November 2020 Time: 1.00pm-5.00pm</p> <p>Book Now</p>
<p>The Institute of Civil Infrastructure People Management Course</p>  <p>Understanding waste specifications when tendering</p> <p>Live Interactive Webinar or at the ICI Learning Centre</p> <p>OVER 70 CPD Courses for the Civil Construction Industry</p> <p>Understanding waste specifications when tendering</p> <p>Date: 19 November 2020 Time: 9.00am-1.00pm</p> <p>Book Now</p>	<p>The Institute of Civil Infrastructure People Management Course</p>  <p>Managing diversity in the workplace (3) - Managing managers</p> <p>Live Interactive Webinar or at the ICI Learning Centre</p> <p>OVER 70 CPD Courses for the Civil Construction Industry</p> <p>Managing diversity in the workplace (3)</p> <p>Date: 30 March 2021 Time: 1.00pm-5.00pm</p> <p>Book Now</p>	<p>The Institute of Civil Infrastructure People Management Course</p>  <p>Leading to achieve high performing Teams</p> <p>Live Interactive Webinar or at the ICI Learning Centre</p> <p>OVER 70 CPD Courses for the Civil Construction Industry</p> <p>Leading to achieve high performing Teams</p> <p>Date: 26 November 2020 Time: 1.00pm-5.00pm</p> <p>Book Now</p>



Supporting people's futures

12 MONTH STAFF DEVELOPMENT PLAN

Infrastructure in Australia will continue to BOOM, is your business set up and ready?

The Institute is offering packages that can be incorporated into your annual/performance review process which provides a defined 12-month development plan for your staff to create high performing teams both on and off site.

The Institute not only provides a support network and community for management within Civil, but also 2-4 hour targeted live classroom training to continue to upskill and remain up to date with the latest in the industry.

If a job isn't done right and a manager is not performing at his or her best, it costs the business time and money. If you would like to increase employee retention and engagement as well as position your company as an **Employer of Choice** through skilled managers and leaders, then an ICI 12-month Development Plan is the perfect solution.

CATEGORY	RECOMMENDED COURSES
Leading Hand / Foreman	P0228 Workers Compensation - Obligations for the onsite supervisor & manager P0234 WHS Management for Leading Hands and Supervisors T0011 Understanding a Construction Environment Plan for the new manager P0202 What every new supervisor & manager needs to know about managing people P0213 Right of Entry (Pt 1) - Your role as a site based supervisor
Site Supervisor / Aspiring Manager	P0228 Workers Compensation - Obligations for the onsite supervisor & manager P0204 What every people manager should know about resolving conflict T0009 Reading plans and specifications to ensure project success P0202 What every new supervisor & manager needs to know about managing people P0235 WHS Management for new graduates and managers
Project Manager	T0019 Managing stakeholders for project success P0212 Leadership in crisis T0023 Project Cost (1) - Estimation and control T0029 Project Closure Management P0210 Leading to achieve high performing teams
Engineer	P0201 Effective management skills for managers P0205 Negotiation and influencing skills P0209 Leadership can be taught - the fundamentals and mindset of leadership T0018 The fundamentals of project management for civil construction T0019 Managing stakeholders for project success
Senior Management - HR/GM/Office & Operations Manager	B0408 Understanding financial statements B0411 Understanding cash flow in a civil business B0421 Ensuring Security of Payment Act works - a whole business approach P0211 Leading through change - the leader and restructure P0210 Leading to achieve high performing teams

N.B: The above courses are recommendations, employees can choose from over 70 courses across Technical Management, People Management and Business & Operations.

Investment

From \$910 per person, per annum. Includes a 12 month ICI Membership, 4 Learning Courses across the 12 months and access to exclusive Member only events and benefits.

The logo features a stylized grid of squares to the left of the text 'MVR' in a large, bold, sans-serif font. Below 'MVR' is the phrase 'FOR BUSINESS' in a smaller, all-caps, sans-serif font.

MVR FOR BUSINESS

Territory businesses can now manage and complete more of their vehicle registration transactions through the new MVR for Business digital service channel.

The MVR for Business portal has been built for licensed motor vehicle dealers, trucking companies, construction sectors, taxi companies, local governments, authorised inspectors and fleet operators.

The new online portal will allow more than 7,000 Territory businesses to access vehicle registration transactions 24 hours a day, 7 days a week.

It will help businesses get down to business quicker with no need to visit an MVR shop front for a number of transactions that can now be completed online.

Licensed motor vehicle dealers, authorised inspectors and fleet operators can now sign up for an account tailored to their needs.

Services of the portal include:

- renew registrations in bulk
- submit notice of disposals
- upgrade heavy vehicle configuration
- transfer ownership
- register factory-new and expired vehicles
- submit roadworthy inspection
- record vehicle compliance check.

To register for an account or learn more, go to the [Northern Territory Government website](#).

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