



CCF NSW eNews

Protecting our Members, Growing their business, Giving their business a Voice.



PEOPLE AWARDS

President's Gala Ball

Friday 3 November 2023

Last chance to enter! Nominations must close THIS FRIDAY

Give your employees the recognition they deserve and enter them in the 2023 CCF NSW People Awards. [Nominate and book tickets now!](#)

12 October 2023

- 'Closing Loopholes' IR Bill: CCF responds
- Two months until 'zombie agreements' sunset
- NSW / ACT pipeline update
- CFMMEU Mining and Energy division splits
- New Rail Commissioner appointed to ATSB
- Sudden Cardiac Arrest on-site: Are you prepared?
- 2023 National Earth Awards registration open

WOMEN IN CIVIL PROGRAM

Women in Civil Virtual Community - upcoming webinar

INSTITUTE OF CIVIL INFRASTRUCTURE UPDATE

ICI Course of the Month: BIM for Civil Construction Managers

CCF NSW EVENTS UPDATE:

- CCF NSW People Awards: Nominations close Friday
- CCF NSW State of the State Luncheon

TEMPLATES FOR CIVIL CONTRACTORS

PLUG OF THE WEEK

'Closing Loopholes' IR Bill: CCF responds



The CCF National body, of which CCF NSW is a part, has made a submission to the Senate Committee reporting on the Federal Government's [Fair Work Legislation Amendment \(Closing Loopholes\) Bill 2023](#) ('the Bill').

The Australian Senate hearing into the 284-page Bill – which proposes controversial changes to IR laws – began on Tuesday, 3 October 2023, and public hearings continue this week.

The CCF submission outlines the reasons why this Bill cannot be passed without more consideration of the far-reaching consequences for the civil construction industry, and contains eight recommendations.

'Closing Loopholes': a refresher

The four major elements of the 'Closing Loopholes' Bill are:

- criminalising wage theft
- introducing minimum standards for workers in the gig economy
- closing the forced permanent casual worker loophole
- closing the labour hire loophole

By way of background, the Bill was introduced into parliament on 4 September 2023. Despite the Federal Government's hope that the Bill would be passed this year, the Opposition and crossbenches successfully put off that process until 2024. It was referred to the Education and Employment Legislation Committee for inquiry to report by **1 February 2024**.

Key points and recommendations in CCF's submission are:

Parts 1 and 15 of Schedule 1 in the Bill should be removed - the wording of the Bill would allow for matters outside of the contract to determine the legal relationship of the parties.

Regulated Labour Hire Arrangement Orders - CCF submits that there needs to be carve-out provision that excludes employees who are performing work that is covered by the Building and Construction General On-site Award [MA000020].

Workplace delegates' rights (Part 7 of Schedule 1): CCF has outlined concerns over several provisions in Part 7 and submits that it be removed from the Bill. In its current form, this part of the Bill would have unintended consequences to the balance of powers in the workplace relations system.

Withdrawal from amalgamations (Part 13 of Schedule 1): CCF recommends this be removed. This Bill seeks to revert the de-merger timeframes back to the previous standard. This will reduce competition and limit an individual's right to freedom of association. It will also limit the flexibility to ensure that the most appropriate representative has the most appropriate coverage for the most appropriate workers.

Wage theft (Part 14 of Schedule 1): CCF submits that provisions be altered for small businesses, who may lack the resources to avoid penalties through the stated avenues.

Unfair contract terms of services contract (Part 3A-5 in Part 16 of Schedule 1): CCF recommends this be removed. The Bill seeks to amend the Act for the FWC "to establish a framework for dealing with unfair contract terms of services contracts". CCF submits that the framework that this Bill intends to establish already exists; the judiciary branch of government.

Collective agreements (Div. 3A in Part 16 of Schedule 1) and “employee-like worker” (Subdiv. B in Part 16 of Schedule 1) - CCF submits that any collective agreements imposed on the road transport industry and employee-like workers needs to carve-out the civil construction industry.

CCF NSW will keep you up-to-date about the movements and implications of this Bill and will arrange member briefings as soon as possible. Don't miss our upcoming edition of the *CCF NSW Bulletin* magazine, which will feature crucial information on what the Bill means for civil.

We welcome your feedback on this and other important issues affecting civil. Contact CCF NSW via news@ccfnsw.com or (02) 9009 4000.

Two months until 'zombie agreements' sunset

CCF NSW reminds members that on 7 December 2023, certain agreements made before 2010 that are still in operation ('zombie agreements') will automatically terminate ('sunset') unless an application is made to the Fair Work Commission (FWC) before 7 December 2023 to extend their operation.

If a 'zombie agreement' sunsets, the legal minimum pay and conditions for employees that were covered by that agreement are very likely to change.

Employers wishing to extend zombie agreements are advised to initiate negotiations for a replacement agreement urgently.

The FWC has published a [list of all known zombie agreements](#). To apply to extend a zombie agreement, start with Form F81, available [here](#).

If you have any questions, contact CCF NSW via news@ccfnsw.com or (02) 9009 4000.

NSW/ACT Pipeline of work update

ROADS: \$70m Monaro Hwy Upgrades project milestone

A milestone has been announced in the Monaro Hwy Upgrade Project at the Lanyon Dr interchange. The detailed design and construction contract for the new flyover has been awarded to CCF NSW member **Woden Contractors**, ahead of main works starting next year. We congratulate Woden on securing this contract.

This work will make the highway safer, improve travel times and support freight movements. It includes:

- a new southbound flyover of the Monaro Hwy over Lanyon Dr (including three-metre-wide sealed shoulders)
- upgrading of the highway road pavement from David Warren Rd through to Sheppard St
- a new widened bridge on the northbound carriageway over Dog Trap Creek just north of Lanyon Dr

Another major package of works for the interchange is planned for 2024, subject to approvals.

Register for the Transport for NSW Pipeline 2023 reveal

Pipeline 2023 is an opportunity for industry partners to connect directly with Transport for NSW's project teams delivering our capital portfolio. A transparent and sustainable pipeline of projects is something CCF has long advocated for, and we commend TfNSW on this welcome initiative and continue to press for further improvements.

The Ministerial Panel will include Josh Murray (TfNSW Secretary), the Hon. Jo Haylen MP, the Hon. John Graham MLC, and the Hon. Jenny Aitchison MP.

CCF NSW will attend this briefing on behalf of members, and members are also welcome and to attend.

Register [here](#).

RAIL: First works wrap up on Stockinbingal to Parkes

The first major construction works on Inland Rail's Stockinbingal to Parkes section have been successfully completed, with principal contractor **Martinus Rail** making great progress across multiple sites.

The works were carried out during a 60-hour track possession with the Melbourne to Sydney line closed from 23 to 25 September 2023. Workers across three sites worked around the clock to kickstart major construction and return the line to operation.

The works are a key milestone towards Inland Rail being completed between Beveridge and Parkes by 2027, and connecting to existing rail networks between Melbourne, Sydney, Perth, Adelaide, and the Illawarra.

Read more [here](#).

CFMMEU Mining and Energy division splits

Following a two-and-a-half-year legal process, the CFMMEU's Mining and Energy division has applied to the Federal Court to establish a new standalone union from 1 December 2023.

Mining and Energy members had unanimously endorsed the decision to withdraw from the mega union at the division's national convention back in March 2021, and in a subsequent ballot 98% of Mining and Energy members supported the separation.

This final step in setting up the new **Mining and Energy Union** follows a lengthy legal battle to withdraw from the amalgamated CFMMEU, which is dominated by the construction and general division.

MEU General President Tony Maher said last week, "Our members have expressed the strong view that our next chapter should be as a standalone union fully committed to representing the interests of mining and energy workers."

The Construction, Forestry, Maritime, Mining and Energy Union formed in March 2018, when the Maritime Union Australia and Textile, Clothing and Footwear Union joined the then Construction, Forestry, Mining and Energy Union, with the MUA becoming the amalgamated union's maritime division and the TCFU absorbed into a manufacturing division.

If you have any questions, please contact us via news@ccfnsw.com or (02) 9009 4000.

New Rail Commissioner appointed to ATSB

Julie Bullas has been appointed the new Rail Commissioner for the Australian Transport Safety Bureau (ATSB).

In announcing the appointment today, the Hon Catherine King MP, Minister for Infrastructure and Transport, said Ms Bullas had been involved in rail safety and rail regulation at the state and national level and would bring extensive experience to Australia's national transport safety investigator.

Ms Bullas replaces Catherine Scott, who had served as Commissioner for the past three years.

For more information on the ATSB, visit www.atsb.gov.au.

Sudden Cardiac Arrest on-site: Are you prepared?



CCF NSW acknowledges that Sudden Cardiac Arrest (SCA) is a health risk that affects a large number of Australians. Every year around 30,000 people suffer from SCA, with a survival rate of only 8%.

The civil construction industry represents one of Australia's largest workforces. As such, CCF NSW strongly recommends that **civil construction companies operating in NSW provide rapid access to Automated External Defibrillators (AEDs), for all employees and contractors.**

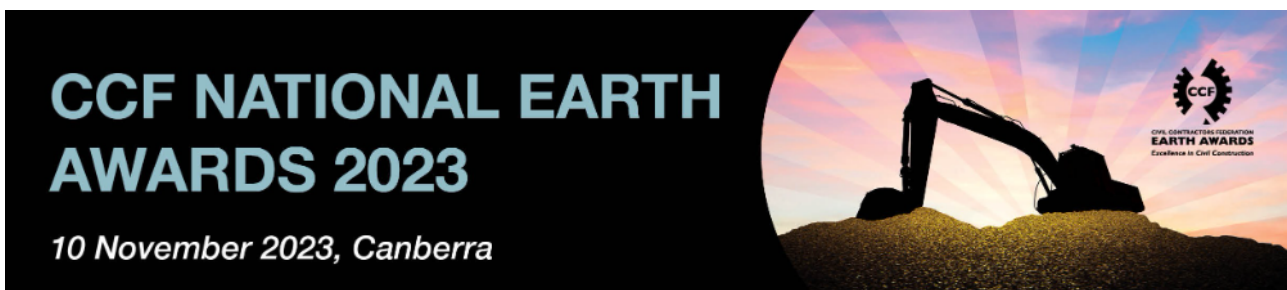
It is known that by providing early defibrillation by an AED to a patient suffering from Sudden Cardiac Arrest, a person's chance of survival can increase to around 75%. Furthermore, for every minute that defibrillation is not provided to a victim, the chance of survival decreases by 10% per minute.

AED and First Aid training are vital components of workplace safety. AED training complements First Aid training by focusing on cardiac arrest scenarios. These courses, when provided together, equip workers with life-saving skills, enhancing safety by increasing survival chances in cardiac arrest and providing immediate injury care.

You can find an AED supplier via CCF NSW's Find A Business directory. From the **Find A Business** button on our homepage, simply [search for an Associate](#), in any region, and then select **Safety Equipment**.

CCF NSW Associate and defibrillator specialists [Meditac](#) are offering CCF NSW members 20% off AEDs this month. They will tailor an AED solution to fit your needs, and provide ongoing support of your equipment.

NSW winners in running for National Earth Awards



CCF NSW wishes all winners of the **2023 CCF NSW Earth Awards** the very best of luck as they progress to the National competition, and here's hoping NSW takes the crown again this year.

Come and join the celebration, barrack for NSW and catch up with your civil counterparts from around Australia.

The CCF National Earth Awards registration link is now open at <https://conlog.eventsair.com/ccf23/dinner/Site/Register>

CCF National Earth Awards finalists are: Road and Rail Excavations; Civilcraft; Daracon Group; Abergeldie Complex Infrastructure; Georgiou Group, and Fulton Hogan Construction. Congratulations, all!

2023 CCF National Earth Awards

Date: Friday 10 November 2023

Location: Hotel Realm, 18 National Circuit, Barton

Time: 6:30pm to 11:00pm

Ticket Price: \$220 per ticket

Dress Code: Black-Tie

Note: Event sponsorship available – contact Samantha Hart: Samantha@conlog.com.au

WOMEN IN CIVIL NEWS

Join our (free) Women in Civil Virtual Community!

Our **Women in Civil Virtual Community** was created to connect women in the industry across all of NSW. If you are a female and working for one of our CCF NSW members, you can join our Virtual Community instantly.

As part of the CCF NSW Women in Civil Program, Virtual Community webinars provide online education sessions covering a range of hot topics, presented by thought leaders and successful women who will inspire you. Registering also ensures you receive information about our WiC events.

These events are open to all females, in any role, employed by a CCF NSW member.

UPCOMING VIRTUAL COMMUNITY EVENT



*THOUGHT LEADERSHIP
VIA SOCIAL MEDIA*

Wednesday, 8 November 2023 @ 12:00pm

Presenter: Renee Francis, Director, The Bubble Co. thebubbleco.com.au

As Director of a full-service digital agency, Renee helps companies to elevate their digital marketing strategy. In this webinar, she shares ways to boost your brand influence and authority in your industry on social media.

BOOK NOW

Thank you to our Sponsors

CCF NSW EVENTS UPDATE

3 November 2023

HURRY! Nominations close tomorrow



Nominations for the 2023 CCF NSW People Awards close tomorrow, Friday 13 October 2023.

The CCF NSW People Awards and President's Gala Ball celebrates individual excellence in the state's civil contracting industry. There is no better way to recognise your employees for their hard work and achievements than at this superb gala event.

Nomination is free, and previous nominees are welcome to enter.

[Click here](#) for categories, criteria and nomination forms. Please email nomination forms to events@ccfnsw.com by C.O.B. tomorrow.

[NOMINATE NOW](#)

Entertainment and theme

The theme for this year's People Awards is '**A Touch of Gold**'. Get ready to immerse yourself in a glittering night as we celebrate the shining stars of our industry. The dress code for the evening is formal, so dust off your finest attire, don your most glamorous gowns, and suit up in your black-tie best. Embrace the glitz this theme embodies... even if you just flash a little gold bling.

We are also excited to announce the evening's **entertainment line-up**.



🎤 Guest MC: Yvonne Sampson from FOX Sports 🎤

We are delighted to introduce our exceptional Master of Ceremonies for the evening, FOX Sports presenter and commentator Yvonne Sampson! Yvonne is a seasoned sports broadcaster with a wealth of experience and a charismatic presence that will keep the evening flowing smoothly.



🌟 Entertainment: High Rollers Big Band 🌟

We are thrilled to announce our headlining entertainment act for the evening: High Rollers Big Band! Sydney's number-one high-energy party band will be bringing their grooves and glamour to add that special 'touch of gold' to the People Awards. Just try to sit still!



🎧 The DJ: Lavida 🎧

In-demand Sydney DJ Lavida has established herself as a strong fixture within the Australian events scene. Her great energy and charisma have seen her perform at many high-profile events including as The Australian Open, F1 Grand Prix, and Randwick Races. Lavida knows what we want to hear and will have the dancefloor pumping.

PEOPLE AWARDS – PRESIDENT'S GALA BALL 2023

Date: Friday, 3 November 2023

Time: From 6:30pm

Location: Rosehill Gardens Racecourse, James Ruse Drive, Rosehill

Dress Code: Black-Tie

[BOOK TICKETS](#)

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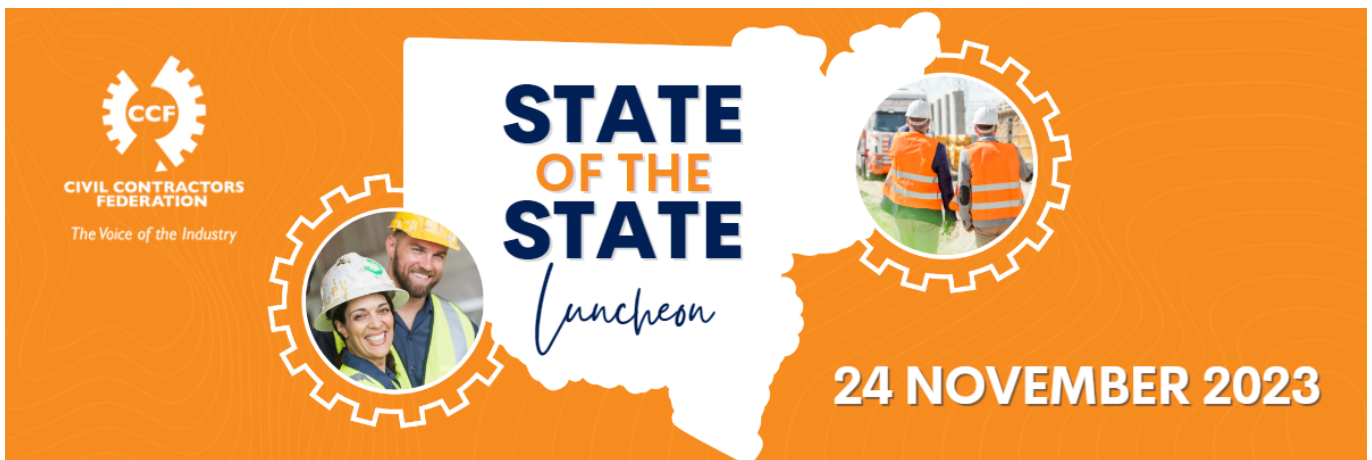
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24 November 2023

State of the State Luncheon



Save the date for the CCF NSW State of the State Luncheon on Friday, 24 November 2023.

We are pleased to announce that **The Hon. John Graham, MLC** will be our keynote speaker at this event, which will be held at the Sheraton Grand Sydney.

As Special Minister of State, Minister for Roads, Minister for Arts, Night Time Economy and Music, Minister for Jobs and Tourism and Member of the Legislative Council, Mr Graham is ready to answer your questions about the Minns Government's priorities for roads, transport, the State Budget and the infrastructure pipeline.

Mr Adrian Hart, Associate Director - Building and Construction at BIS Oxford Economics will again join us to deliver an overview of economic conditions, implications of the State Budget, and general insights for civil.

This **State of the State Luncheon** is one not to be missed. The event is a great opportunity to network with industry leaders and discuss critical topics that will drive our industry forward over the next few years.

Bookings now open. This is always a sell-out event, so secure your seat now via the link below.

EVENT DETAILS

STATE OF THE STATE LUNCHEON



Friday, 24 November 2023



Formal Business Attire



11:45 am arrival - 2:15 pm finish



\$220
exc. GST (Members)



Sheraton Grand Sydney Hyde Park
161 Elizabeth street Sydney

[BOOK NOW](#)

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TEMPLATES FOR CIVIL CONTRACTORS

PLANT DAILY INSPECTION FAULT REPORT



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Revised June 2015

PLANT DAILY INSPECTION FAULT REPORT

This best-seller provides an ideal format for ensuring daily safety checks are completed, and forms the basis of a plant maintenance procedure. Contains 30 contracts per book.

\$16.50 (inc. GST) for Members

\$27.50 (inc. GST) for non-Members

To order your Minor Contract Book call (02) 9009 4000 or email ccfnsw@ccfnsw.com

INSTITUTE OF CIVIL INFRASTRUCTURE UPDATE



ICI Course of the Month: Building Information Modelling (BIM) for Civil Construction Managers

This course aims to give civil contractors and their senior people in small to medium businesses the information they need to prepare for the digital revolution in construction.

Key topics covered:

- What is Building Information Modelling (BIM)?
- BIM Awareness
- BIM level of implementation in the Australian marketplace
- Why is BIM relevant to civil contractors?
- Overview of how to implement BIM within a civil business.

COURSE NO. T0040: BIM for Civil Construction Managers

DATE: Tuesday, 31 October 2023

TIME: 1:00pm - 5:00pm AEST

DELIVERY: Live Webinar

[BOOK NOW](#)

PLUG OF THE WEEK

What are WesTrac NSW's hose making and pressure testing capabilities?



When it comes to machine hose replacements, a blown or damaged hose can see your machine go down, costing your business time and money.

At WesTrac NSW, keeping your Cat gear in the dirt doing the work is our goal. Through our hose making and pressure testing capabilities, if your machine goes down due to a hose issue, we can help you get your machine back in the dirt, fast.

[Find out more](#)

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Should someone else be getting this email?

These types of email updates cover a number of topics and it would be a shame if someone in your organisation was missing out on vital information, or missed an invitation to an event in your area. Send an email to ccfnsw@ccfnsw.com or contact (02) 9009 4000 with the names and emails of people in your business who should be receiving them to get more people aware of what CCF NSW is doing for your business.



**CIVIL CONTRACTORS
FEDERATION**

The Voice of the Industry

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