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**14 March 2024**

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PLUG OF THE WEEK

**Latest Summary of Closing Loopholes Legislation**

With both rounds of the Federal Government's sweeping workplace relations reform agenda having passed through Federal Parliament, civil construction businesses need to be familiar with the legislation changes and understand the necessary requirements for your business.

For more detailed information on these changes, visit the Fair Work Ombudsman's website: [www.fairwork.gov.au/about-us/workplace-laws/legislation-changes](http://www.fairwork.gov.au/about-us/workplace-laws/legislation-changes)

CCF NSW recently hosted a Closing Loopholes webinar which outlined the key changes to industrial relations laws and answered civil contractor specific questions. To access the webinar recording and slide deck [log-in to the Members Portal here](#).

If you have any questions about any of the changes, contact CCF NSW at: [ccfnsw@ccfnsw.com](mailto:ccfnsw@ccfnsw.com) or (02) 9009 4000.

**PS. Our new Director of Workplace Relations starts with CCF soon! More details next week.**

**Fair Work Australia** **Snapshots of changes**

**Key changes**

- Increased leave entitlements**
  - Annual leave: 4 weeks (previously 3.93 weeks)
  - Sick leave: 10 days (previously 8 days)
  - Parental leave: 12 weeks (previously 10 weeks)
  - Carer's leave: 5 days (previously 4 days)
  - Unpaid parental leave: 26 weeks (previously 20 weeks)
  - Unpaid carer's leave: 13 weeks (previously 10 weeks)
- Consolidated essential legal obligations**
  - Employment agreements, award conditions, enterprise agreements, and enterprise instruments will be consolidated into a single legal instrument.
  - Employers must now provide a single legal instrument to employees.
- Key changes to enterprise agreements**
  - Enterprise agreements must now be approved by 75% of employees.
  - Enterprise agreements must now be approved by 75% of employees.
- New minimum standards**
  - Minimum standards will be introduced for enterprise agreements.
  - Minimum standards will be introduced for enterprise agreements.
- Other workplace health and safety changes**
  - WorkSafe NSW will be replaced by WorkSafe Australia.
  - WorkSafe NSW will be replaced by WorkSafe Australia.

**Timeline**

1 July 2024: New leave entitlements take effect.

1 July 2024: New minimum standards take effect.

1 July 2024: Consolidated legal obligations take effect.

1 July 2024: Key changes to enterprise agreements take effect.

**Regional Housing Funding shows opportunities for civil contractors**

The State Government has provided \$3 million to 16 regional councils to develop housing infrastructure plans, shedding light on upcoming opportunities for civil contractors in regional NSW.

These funds aim to expedite the delivery of 24,000 new homes by supporting regional councils in essential planning work. Activities funded include the preparation of housing strategies, infrastructure assessments, stormwater and servicing plans, and more.

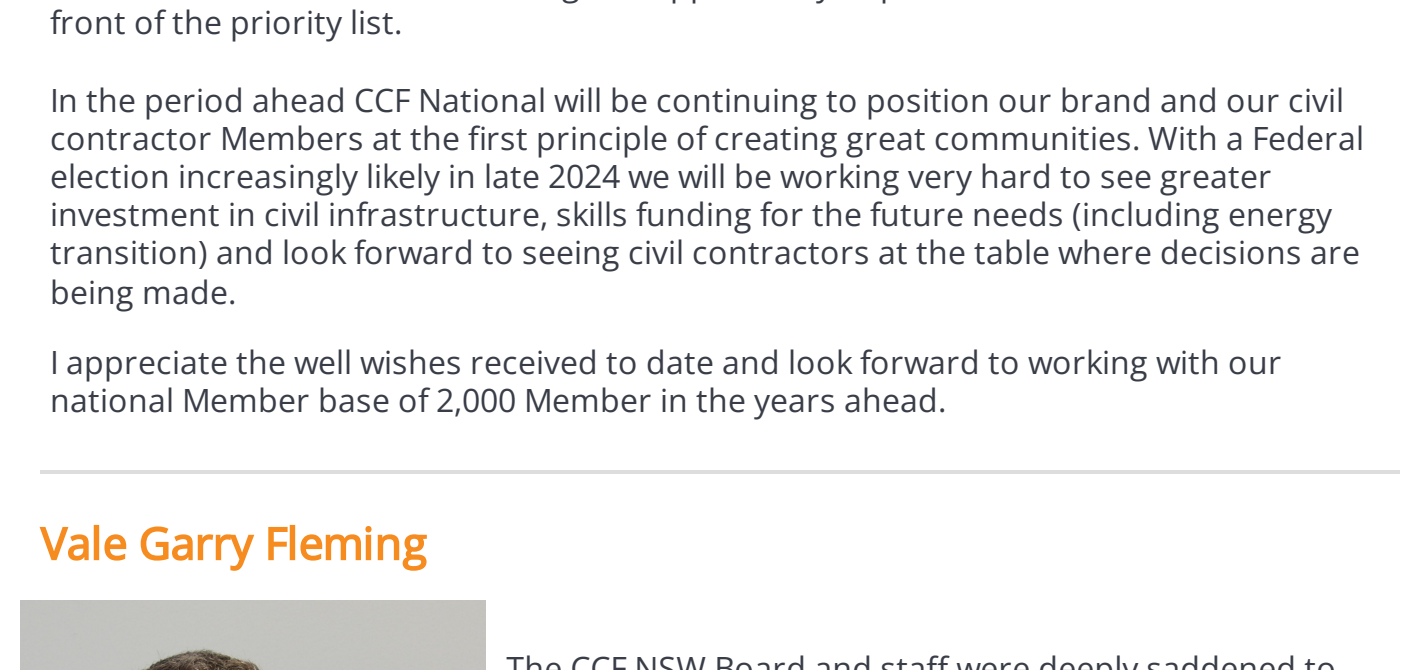
CCF NSW welcomes the funding, recognising that quality documentation is vital for members who will be tendering for housing delivery projects.

This funding is part of the NSW Government's \$12 million Regional Housing Strategic Planning Fund, with the overarching goal of accelerating the construction of more diverse and affordable housing stock in regional communities.

Learn which councils secured funding and explore the potential opportunities [here](#).

**CCF National CEO Update**

**Recently appointed CCF National CEO Nicholas Proud has provided an update on his first month in the new role.**



**G'day from CCF National**

A very busy first month in the role as National CEO of the Civil Contractors Federation. After many years in built form across many peak bodies such as HIA, Property Council of Australia, PowerHousing Australia and the Construction Industry Skills Council, it is exciting to be representing our organisation at the federal level here in the seat of Government in our nations capital.

With new staff coming on board in the past week we are now reaching out and engaging with our Federal networks and our State and Territory CCF Offices.

A key early engagement was our national Strategy Forum in Canberra with our CCF CEOs and Board in mid-February to consider the short-term priorities and look to our long term strategy to get on with the job.

It is timely to recognise the role that civil needs to play to provide the road, bridge, pipe and initial infrastructure that enables Australian communities, towns and cities. Civil employment and economic activity hits every town and city in Australia first and we are the lifeblood of community. As a key example, a dollar in affordable housing can't be made until a dollar in civil has been spent and a key reason that civil needs to have a greater focus here if the crisis is to be tackled.

Federal President Mick Boyle and I have had meetings up at Parliament House with Local Government and Regional Development Minister Kristy McBain, Office of Infrastructure Minister Catherine King and Skills Minister Brendan O'Connor. Separate meetings with Shadow IR Minister Michaelia Cash, Shadow Infrastructure Minister Bridget Mackenzie and Shadow Housing Minister Michael Sukkar. We have met with Federal Treasury, BuildSkills, site visits to Member projects (Crookwell Wind Farm) and introduced ourselves to many of our industry Peaks with which we will collaborate. Submissions have been made for the FY2025 Federal Budget, and the industry skills incentive scheme submission is in train.

Engagement at the Federal level will boost the excellent work already undertaken in our States and Territories and we see great opportunity to position civil contractors at the front of the priority list.

In the period ahead CCF National will be continuing to position our brand and our civil contractor Members at the first principle of creating great communities. With a Federal election increasingly likely in late 2024 we will be working very hard to see greater investment in civil infrastructure, skills funding for the future needs (including energy transition) and look forward to seeing civil contractors at the table where decisions are being made.

I appreciate the well wishes received to date and look forward to working with our national Member base of 2,000 Member in the years ahead.

**Vale Garry Fleming**

The CCF NSW Board and staff were deeply saddened to learn of the recent passing of Garry Fleming.

Garry was a co-founder of Aptella (previously Position Partners), and was well known and respected across the industry.

CCF NSW President Lee Fahey said Garry had long been involved in CCF NSW and his loss would be felt deeply.

"Recently retired, Garry was very quietly spoken and unassuming but he certainly had a big, positive impact on the industry and on CCF NSW," Lee said.

"I've known Garry for a long time through my business, Menal Civil, and Garry has been part of the CCF NSW family for about 30years. We will miss him and are mourning his loss."

"On behalf of CCF NSW and the industry, I extend my heartfelt condolences to Garry's wife Kate, his family and former colleagues with whom he was very close."

Garry and his former business partner, the late Brian McLaughlin, formed Position Partners in 1987, distributing lasers throughout NSW. In 1995 they became Topcon distributors in NSW, then nationally. That business is now the very successful Aptella. Aptella is a long-term, valued Associate Member of CCF NSW.

**Feedback invited - Waste & Recycling Code of Practice (CoP) for Load Management**

The National Heavy Vehicle Regulator (NHVR) has published a consultation draft of a new code of practice (CoP) for waste recycling load management and members are invited to provide feedback via CCF or to NHVR directly. View the draft code of practice [here](#).

This CoP is relevant to businesses in the civil construction sector because of the high volumes of waste and recycling materials which are generated in demolition and construction, and the number of truck movements which are involved in managing this waste stream.

NHVR is running webinars from 11 March 2024 to give industry an opportunity to find out more about the code and how to use it. Book your place [here](#) or use the QR code below.

Our CCF national body has organised a webinar specifically for contacting Members in late March. Please let us know if you would like to participate by contacting Kelly Gillogly via [kgl@ccfnsw.com](mailto:kgl@ccfnsw.com) or (02) 9009 4000 before Thursday, 21 March 2024. This webinar is by invitation only so bookings via CCF NSW are essential.

Alternatively, you can provide feedback directly to NHVR by 29 March 2024 using this form:

CCF NSW will provide input to the NHVR on our national body.

For any questions, please contact Kelly Gillogly, CCF NSW Compliance Support Officer on (02) 9009 4000.

**New Interactive Safe Work Method Statement (SWMS) Guidance Tool**

SafeWork Australia has rolled out a new SWMS interactive guidance tool designed to demystify the purpose and importance of a SWMS. The tool aligns with the model Work Health and Safety (WHS) laws and offers a more user-friendly approach.

Users can learn how to prepare and maintain a SWMS, with videos and activities enhancing comprehension.

The tool allows users to navigate directly to specific modules of interest, facilitating a targeted and efficient learning experience.

This interactive guidance tool provides a comprehensive understanding of SWMS, promoting safety within the industry.

Explore the interactive tool and improve your understanding of Safe Work Method Statements in the civil construction industry by visiting [here](#).



**WOMEN IN CIVIL: Mentoring Class of 2024 Commences**

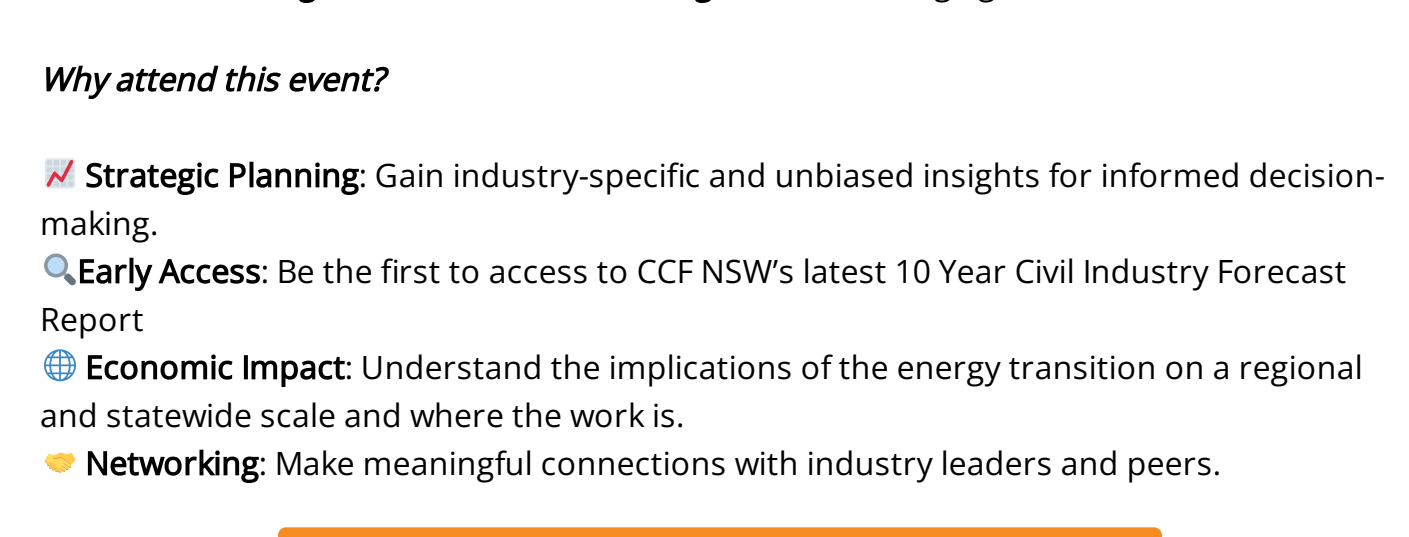
The official launch of the 2024 CCF NSW Women in Civil mentoring program was held on Wednesday, March 6, 2024. Our guests were greeted with enthusiasm as they gathered to celebrate the commencement of this program.

During the luncheon event our 20 mentee and mentor pairs met in person and were provided with some insights on the value of mentoring, the roles of the mentee and mentor along with some tips and tricks to make the most of the 9-month program.

From plant operators to site engineers, project managers and business leaders, the event was an energetic collaboration of empowerment, growth, and connection. Over the years, our mentoring program has flourished, with over 120 pairs of mentees and mentors completing the program and making our industry stronger.

The aim? To champion female talent and support them in reaching their career and life aspirations in the civil industry. With structured support and respect, our mentors and mentees are forging ahead together.

Huge shoutout to all our incredible participants and mentors - you're the heart and soul of this program. Let's keep breaking barriers and reaching new heights, together!



Thank you to our Women in Civil Program Sponsors

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**CCF NSW EVENTS UPDATE**

**STATE OF THE STATE luncheon**

Friday, 5 April 2024

**Book your tickets today (new online option)**

Join NSW Minister for Roads John Graham MLC, Adrian Hart from Oxford Economics Australia and CCF NSW as we unveil the roadmap for civil work in NSW over the next decade, where the energy transition takes centre stage.

In presenting CCF NSW's latest 10-year forecast report, we explore Federal, State, Local and Private sector investment trends; NSW Government activity and dive deep into Electricity and Water/Sewerage construction for the first time.

Don't miss the regional breakdown and insights into the huge growth ahead.

**Why attend this event?**

- Strategic Planning:** Gain industry-specific and unbiased insights for informed decision-making.
- Early Access:** Be the first to access to CCF NSW's latest 10 Year Civil Industry Forecast Report
- Economic Impact:** Understand the implications of the energy transition on a regional and statewide scale and where the work is.
- Networking:** Make meaningful connections with industry leaders and peers.

**BOOK NOW**

**LIVE WEBINAR** **Regional Members - Join the Event Live Online**

- Attend the full event, including exclusive online content.
- Participate in live Q&A sessions with guest speakers.
- Take part in virtual networking opportunities from your device.

A special thanks to our virtual delivery event sponsor Meditac.

This Event is Proudly Sponsored By

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**Sydney Golf Day**

On the picturesque grounds of the North Ryde Golf Club, golf enthusiasts gathered on Friday, February 16, 2024, for an exceptional day.

Commencing with a mild and misty morning, the day unfolded as the rain clouds dissipated, making way for a day filled with sport, networking and the spirited competition.

Congratulations to our winners:

1st Place - Coates  
2nd Place - Haslin Constructions  
3rd Place - Reece Group  
Drive & Pitch - Baker Group & Plant Assessor

We had an excellent turn out and thank you to all our members who attended.

Thanks to our Event Sponsors

**shorehire.**  
**Assignar** **Coates**

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**Meet the Commissioner Breakfast**

A group of CCF NSW contractor members attended a roundtable breakfast with NSW Building Commissioner David Chandler, GAM on Monday, 19 February 2024.

During the discussion, the Commissioner shared his insights about the powers of his department and priorities, the importance of extensive experience in helping the next generation of contractors to be future ready and the journey his team is currently undertaking to build consumer confidence and industry capability in the NSW residential housing market.

Thanks to our Event Sponsor

**EMLU**

**Crookwell 3 Wind Farm Site Tour & Dinner**

Our members were all aboard the bus and delved into Crookwell 3 Wind Farm's civil works during an exclusive site tour on Thursday, 22 February 2024.

We heard firsthand about the challenges, environmental requirements, and valuable project insights from the team at Divall's Earthmoving and Bulk Haulage.

- ⚡ Installing 16 turbines involved precise earthworks, moving 120,250 cubic meters of cut and 130,000 cubic meters of fill.
- ♻️ Achieving optimal cut and fill was crucial for a cost-effective project.
- 🚧 The on-site road base was mainly crafted by recycling materials from the site.

Fascinating tour, which included a sneaky peek at Divall's quarry, trucks and shed at the end of our tour followed by socialising over pizza and drinks, truly enjoyable from start to finish!

Special thanks to the Divall's team for hosting this event with CCF NSW along with all of our event guests who attended our regional social.

Thanks to our Event Sponsors

**Assignar** **Aptella**

AUTOMATION + POSITIONING TECH

**Member Spotlight - Share Your News**

We want to share your projects, celebrations and milestones in our upcoming eNews.

CCF NSW members can send through news at any time.

Send your text and photos to us by email: [news@ccfnsw.com](mailto:news@ccfnsw.com)

**TEMPLATES FOR CIVIL CONTRACTORS**

- MINOR CONTRACT BOOKS**  
Create legally binding agreements between a principal and a contractor. Contains 26 contracts per book. \$88 (inc GST) for Members / \$132 (inc GST) for non-Members.
- PLANT DAILY INSPECTION FAULT REPORT**  
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. \$145.00 (inc GST) for Members / \$217.50 (inc GST) for non-Members.
- PLANT HIRE DOCKET BOOK**  
A useful tool to help track the use of hired plant. Contains 50 copies of a coursed signed document. \$15.50 (inc GST) for Members / \$27.50 (inc GST) for non-Members.

To order any of these items call 9009 4000 or email [ccfnsw@ccfnsw.com](mailto:ccfnsw@ccfnsw.com)

**INSTITUTE OF CIVIL INFRASTRUCTURE UPDATE**

**Course Spotlight:**  
**Leading to achieve high performing Teams**

Leading to achieve high performing teams

This short course will equip managers to learn techniques to build high performing teams, keep them motivated and challenged.

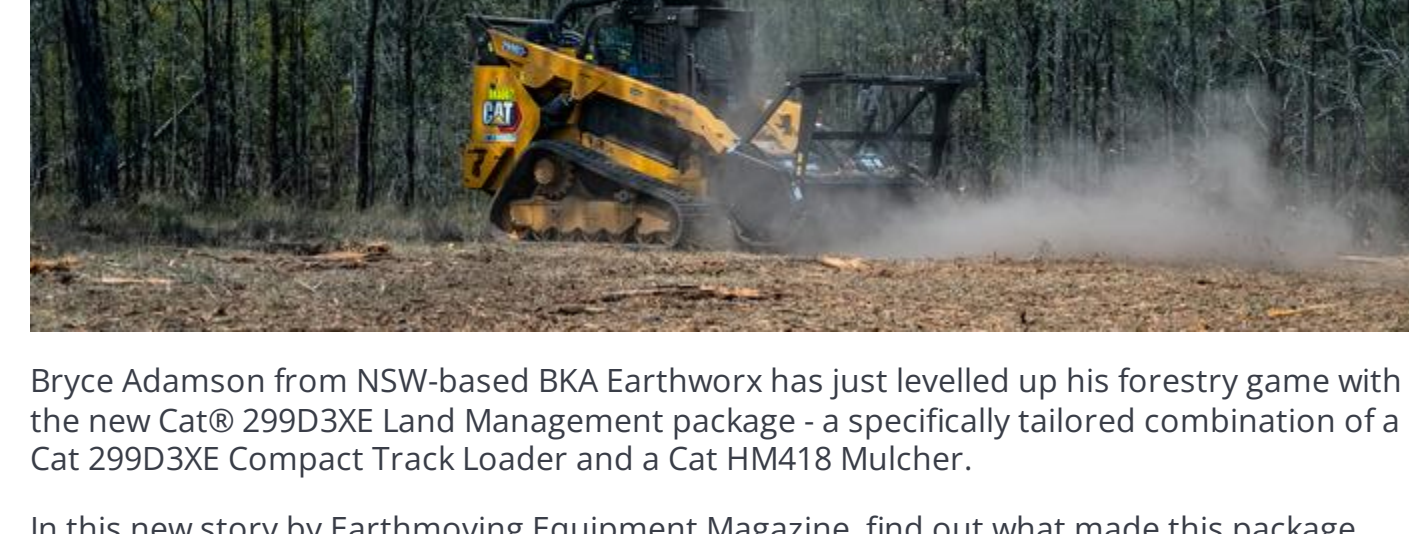
At the completion of this course you will be able to identify a range of tools that can assist you when dealing with the day to day leadership of your team.

**DATE: Thursday, 21 March 2024**  
**TIME: 1pm - 5pm AEDT**  
**DELIVERY: Live webinar**

**BOOK NOW**

**PLUG OF THE WEEK**

**BKA Earthworx levels up with Cat® 299D3XE Land Management package**



Bryce Adamson from NSW-based BKA Earthworx has just levelled up his forestry game with the new Cat® 299D3XE Land Management package - a specifically tailored combination of a Cat® 299D3XE Compact Track Loader and a Cat® HMA18 Mulcher.

In this new story by Earthmoving Equipment Magazine, find out what made this package the perfect choice for Bryce's growing earthmoving business [here](#).

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