

31 January 2024

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ADVOCACY UPDATE: CCF NSW calls for overhaul of NSW government contracting

CCF NSW has presented 23 recommendations for a comprehensive overhaul of NSW government procurement practices.

Submitted this month for consideration in a NSW Parliamentary Inquiry, these recommendations, developed in collaboration with our members, aim to address longstanding issues in infrastructure procurement which undermine the civil construction industry.

Our submission highlights the persistent barriers faced by our industry when working with state government clients including unfair risk allocation, fixation on lowest price, poor tender documentation, delays in returning bonds and many more.

CCF NSW argues that adopting our recommendations would significantly boost the sustainability of the civil industry, reduce overall project costs, and unlock greater public value for the NSW government.

The need for widespread procurement reform is urgent, especially considering the construction tasks ahead with energy transition and housing delivery projects, combined with workforce shortages in civil. While commending the Minn's Government's \$116.5 billion infrastructure commitment, our submission criticises the inconsistency and complexity across NSW government entities. We propose a redefined construction procurement approach, prioritising 'best public value' over the traditional 'value for money'.

As part of the ongoing Inquiry, the NSW Legislative Council Standing Committee on Social Issues will conduct hearings in April, with a report due to the NSW Government by July 2024. Regular updates will be provided to our members.

We extend our gratitude to the members of the CCF NSW Government Procurement Advisory Group for their valuable contributions.

Read our detailed submission [here](#).

Closing Loopholes: Fair Work Act changes

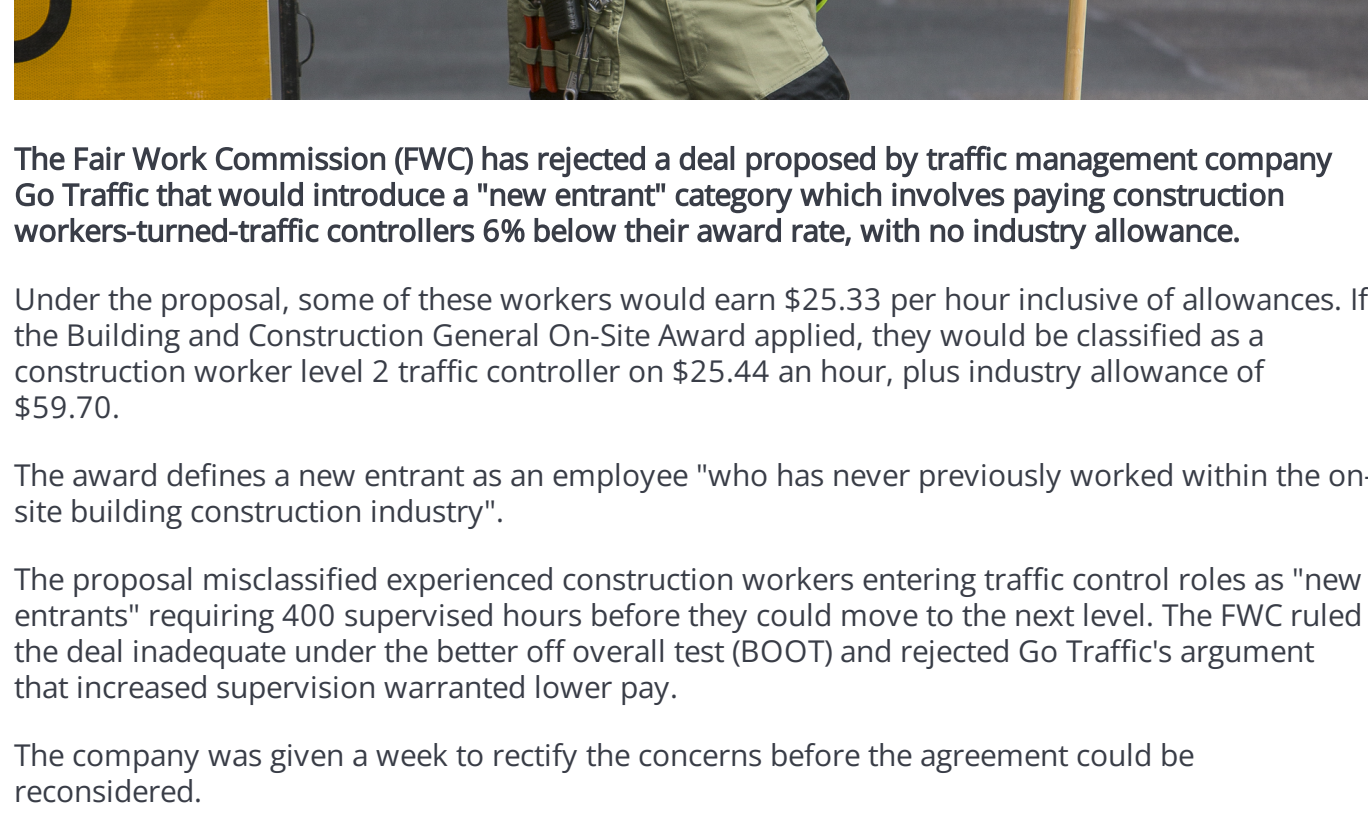
As the *Closing Loopholes: Fair Work Act* changes set in, it's important for employers to know when the changes take effect. To assist you in keeping track, we reprint below some key dates for the changes, from the [Fair Work Commission](#).

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, contact CCF NSW via news@ccfnsw.com or (02) 9009 4000.

Fair Work Commission stops 'new entrant' deal



The Fair Work Commission (FWC) has rejected a deal proposed by traffic management company Go Traffic that would introduce a 'new entrant' category which involves paying construction workers-turned-traffic controllers 6% below their award rate, with no industry allowance.

Under the proposal, some of these workers would earn \$25.33 per hour inclusive of allowances. If the Building and Construction General On-Site Award applied, they would be classified as a construction worker level 2 traffic controller on \$25.44 an hour, plus industry allowance of \$59.70.

The award defines a new entrant as an employee 'who has never previously worked within the on-site building construction industry'.

The proposal misclassified experienced construction workers entering traffic control roles as 'new entrants' requiring 400 supervised hours before they could move to the next level. The FWC ruled the deal inadequate under the better off overall test (BOOT) and rejected Go Traffic's argument that increased supervision warranted lower pay.

The company was given a week to rectify the concerns before the agreement could be reconsidered.

This ruling highlights the importance of fair and accurate industry categorisation in employment agreements.

For more information contact CCF NSW via news@ccfnsw.com or (02) 9009 4000.

SeasonalSAFE - Protect and safeguard your workforce this summer

Surviving the Australian summer demands resilience. This 4-step guide suggests ways to ensure the well-being of all employees, shielding them from the adversities of scorching temperatures, intense sun exposure, bushfires, and smoke. By adhering to this guide, you not only safeguard your workforce but also contribute to the protection of your business and the environment.



Step 1: Plan

To develop your plan, please click on the link to download the SeasonalSAFE plan [here](#)

This will help your business:

- Identify if your workplace is at a risk of bushfires and heat.
- Identify and document ways to monitor environmental conditions and control risks to your workers from bushfires, smoke and heat.
- Establish who is responsible for implementing controls, and monitoring and reporting on risks.

Step 2: Monitor the Environment

By monitoring the environment, you will know when to enact your SeasonalSAFE plan.

Relevant sources of information to help you monitor the environment include:

- Local news and broadcasts
- NSW Rural Fire Services (RFS) - Plan and Prepare and Hazards [near me app](#)
- NSW Health - [Bushfire Response & Recovery](#) and [Beat the heat](#)
- Department of Planning, Industry & Environment (DPIE) - [Air quality index](#)

Step 3: Check and Implement

To initiate your SeasonalSAFE plan you must:

- Ensure your workers are familiar with the plan.
- Take the steps necessary to prepare your workplace.
- Check you have the required equipment and provisions in place.

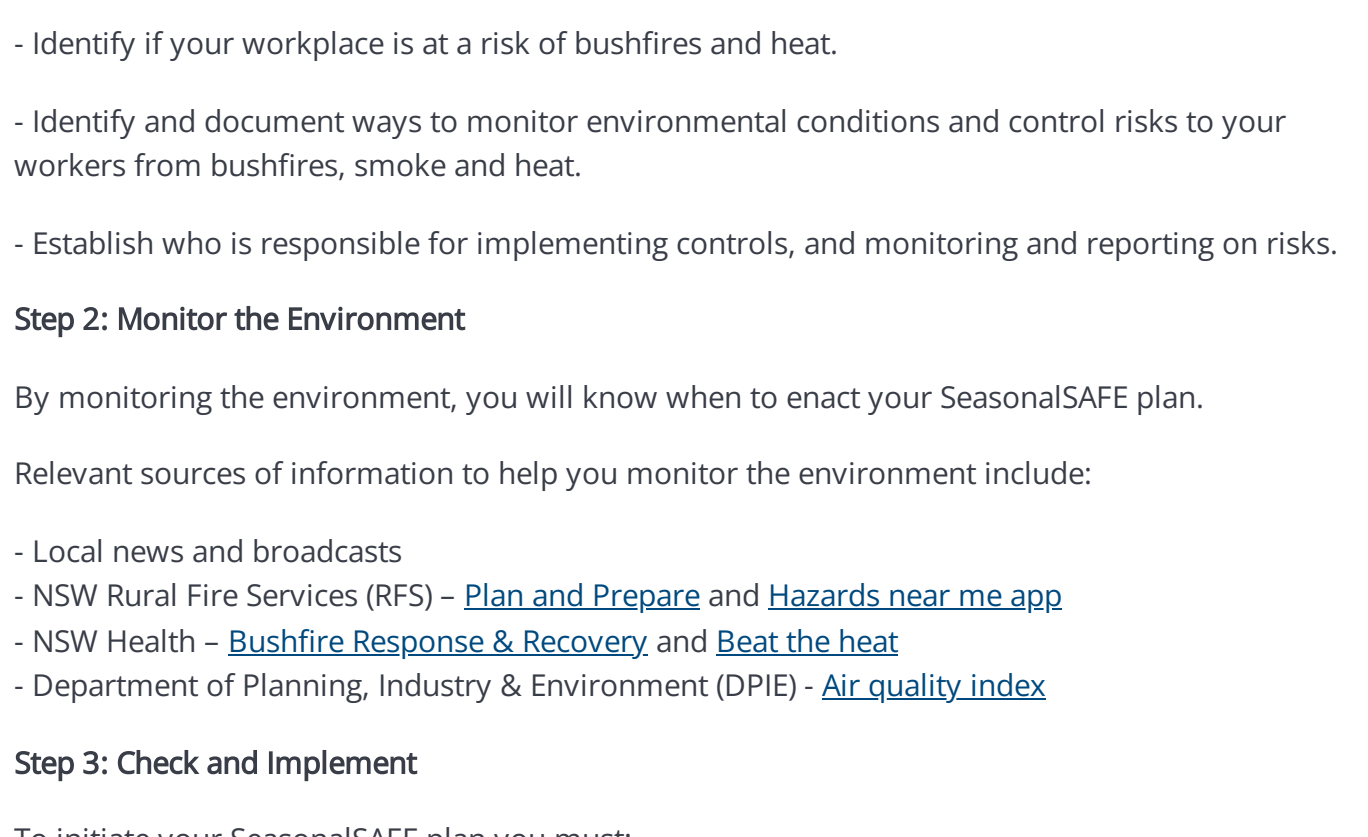
Step 4: Review

Consult with your workers and review your control measures at the end of the Summer season. You may want to consider: What worked well? What could be added? What could be improved?

Always remember to update your SeasonalSAFE plan and your workplace Emergency Plan. SafeWork NSW also has information available about: [bushfire smoke](#), [ultra-violet radiation \(UVR\)](#) and [working in extreme heat](#).

Please contact the Compliance Support Unit on (02) 9009 4000 if you require assistance with developing your SeasonalSAFE plan.

Women in Construction Gender Diversity Awareness Campaign

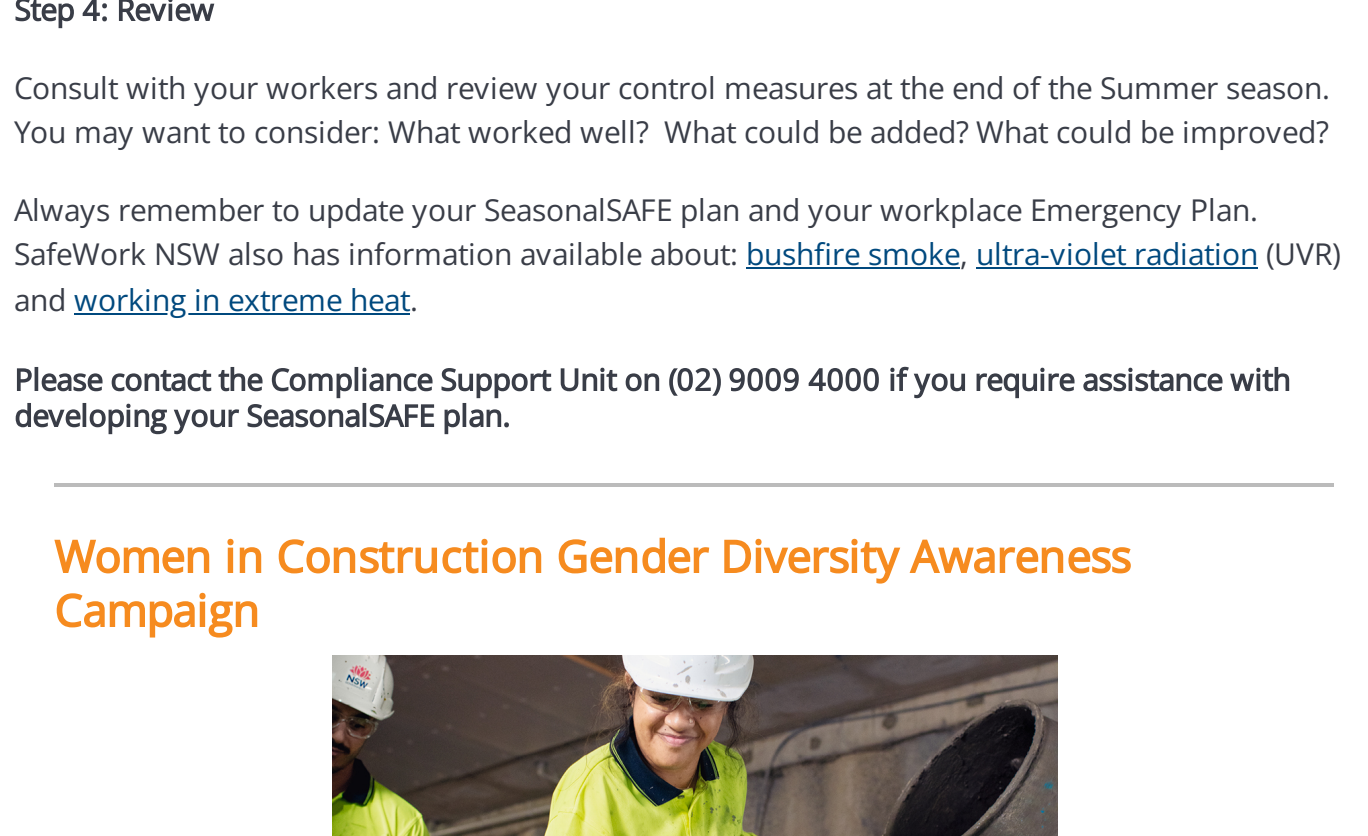


Show your industry leadership and stand out as an employer of choice by supporting the NSW Government's **Hard Work Knows No Gender** campaign on your website, social media channels and, of course, in your workplace.

The NSW Government recently launched the campaign to help promote the benefits of greater gender diversity in construction to employers and construction site workers. While CCF NSW members already know the advantages of diversity, there are further benefits of being involved with this new campaign:

- ✦ **Why get involved?**
 - Demonstrate leadership in the civil industry.
 - Affirm your commitment to inclusivity to your staff.
 - Show your clients you value diversity.
 - Attract top talent by establishing your workplace as welcoming to all.
 - It's easy visual content for your website and socials and keeps your brand fresh!
- ✦ **How to get involved:**
 - Download print-ready and digital materials from the [Women in Construction website](#) here or via the [CCF NSW Members Portal](#) [here](#).
 - Display campaign materials on your website, social media and within your workplace.
 - Invite your staff to share on their linked in accounts.
 - Add the hashtags [#hardworkknowsgender](#) and [#womeninconstruction](#) to your posts.

New CCF NSW Bulletin magazine out NOW



The latest *CCF NSW Bulletin* magazine has been hitting desks, with the digital version available now on our [website](#).

In this issue read about...

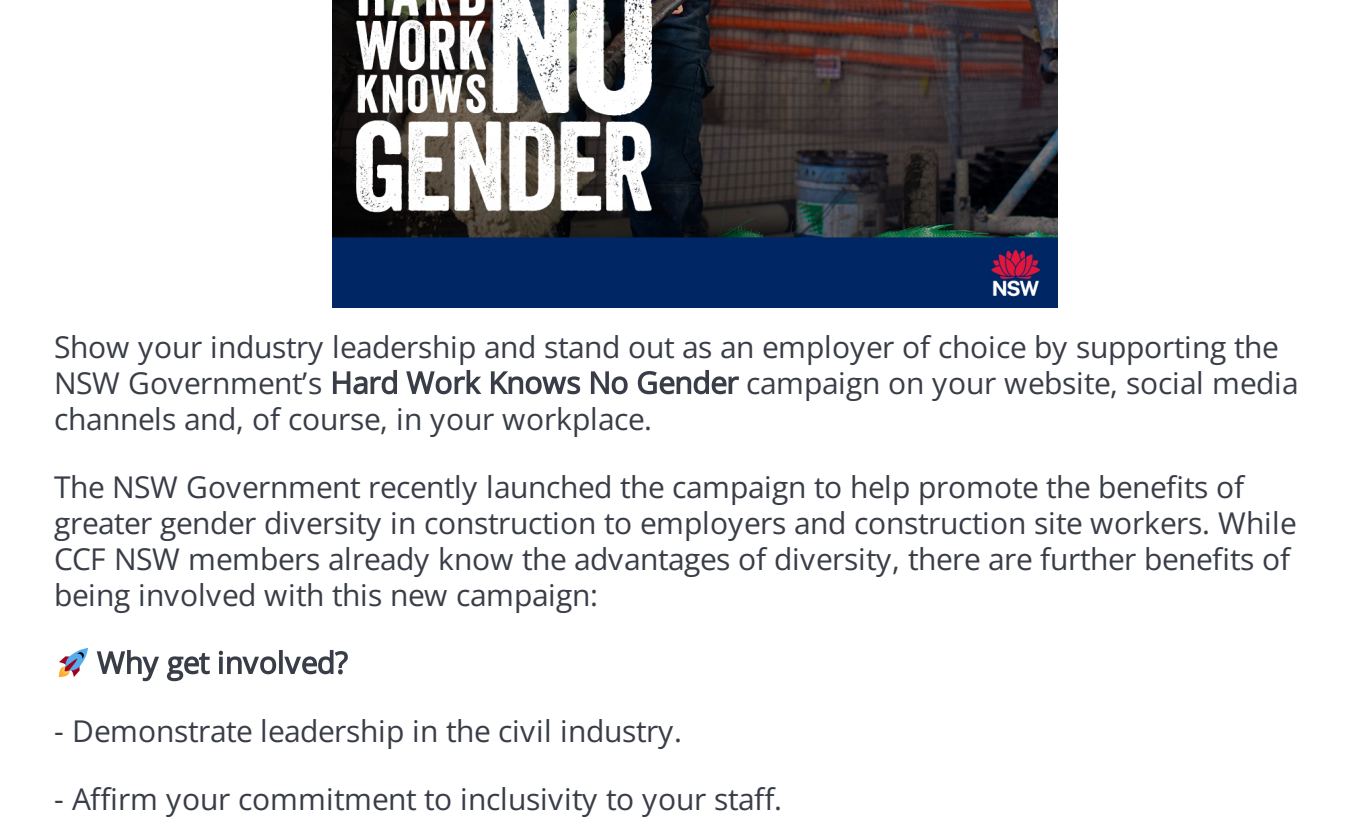
- New 'Closing Loopholes' laws – the key issues for civil
- **Advocating for civil** – who we've been meeting lately to promote your interests
- **icare reveals top workers comp industry trends and tips for managing your claims**
- **Work Health & Safety roles in civil** – how to establish them and nurture them
- **Women In Trades** – boosting the labour force in regional NSW
- **Women in Civil Mentoring Class of 2023 graduates**
- All the glitz, glamour and winners from our **2023 People Awards**, plus other events!

The *Bulletin* is the official magazine of the CCF NSW. We distribute in hard copy to all our members, NSW local councils, NSW politicians, and key government officials. The digital edition is distributed to thousands of industry leaders and business decision makers across NSW.

To contribute an idea for story, or to secure advertising space in the next edition, please contact news@ccfnsw.com or call (02) 9009 4000 for a rate and specification sheet.

(02) 9009 4000
news@ccfnsw.com

Women in Civil Mentoring Class: Apply now for 2024



Applications are now open for the 2024 intake of the CCF NSW Women in Civil Mentoring Class! Mentees and Mentors can apply.

Whether you are an admin person, plant operator or business owner, Mentoring is an amazing way to gain confidence, knowledge and connections.

Previous rounds have been huge successes. Our annual now boasts over 120 pairs of Mentees and Mentors. We are very excited to continue this amazing initiative and extend this opportunity to all women in civil.

The program runs from March to November.

Who is it for?

Any contractor Member can nominate one of their female workers to be a Mentee. From site hand to business owner...we have had them all as Mentees!

We encourage participation from our **Regional Members** as only 2 meetings are essential to attend in-person.

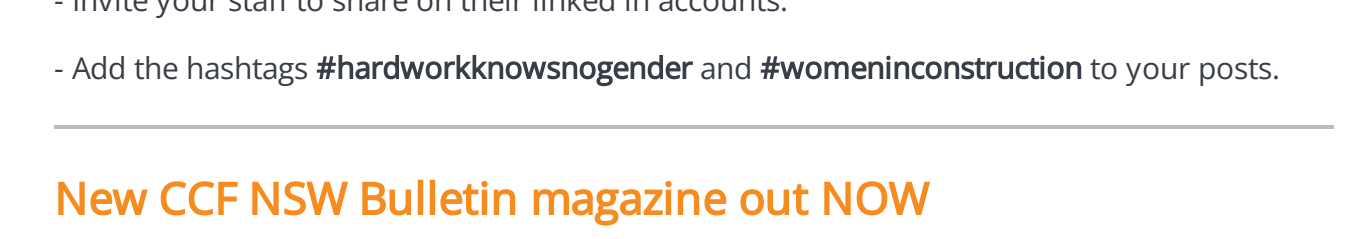
How to apply

An application form is available via the button below. It allows participants to set out their goals and aspirations, and this helps CCF NSW match Mentees with a suitable Mentor.


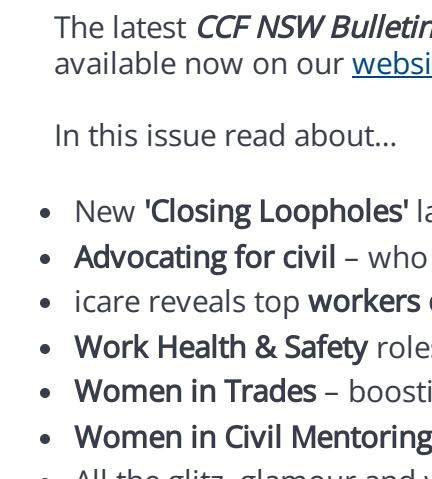

If you have any questions, please contact the Women in Civil team via womenincivil@ccfnsw.com.

Applications close on Friday, 2 February 2024.

Thank you to our Sponsors



CCF NSW UPCOMING EVENTS

	Sydney Golf Day 16 February 2024 North Ryde Golf Club, 7:00am - 2:00pm <input type="button" value="BOOK NOW"/>
	Crookwell 3 Wind Farm Site Tour & Dinner 22 February 2024 Bus Departs from Divalls Depot Goulburn at 4pm <input type="button" value="BOOK NOW"/>
	State of the State Luncheon 15 April 2024 PARKROYAL Parramatta, 12:00pm - 2:30pm <input type="button" value="BOOK NOW"/>

TEMPLATES FOR CIVIL CONTRACTORS



MINOR CONTRACT BOOKS
Create legally binding agreements between a principal and a contractor. Contains 25 contracts per book. \$48 (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. \$15.50 (incl. GST) for Members / \$27.50 (incl. GST) for non-Members.

PLANT HIRE DOCKET BOOK
A useful tool to help keep track of the use of hired plant. Contains 50 copies of a countersigned document. \$16.50 (incl. GST) for Members / \$27.50 (incl. GST) for non-Members.

To order any of these items call 9009 4000 or email ccfnsw@ccfnsw.com

INSTITUTE OF CIVIL INFRASTRUCTURE UPDATE

Course Spotlight: Security of Payments (SOPA) and Contract Management for Project Success



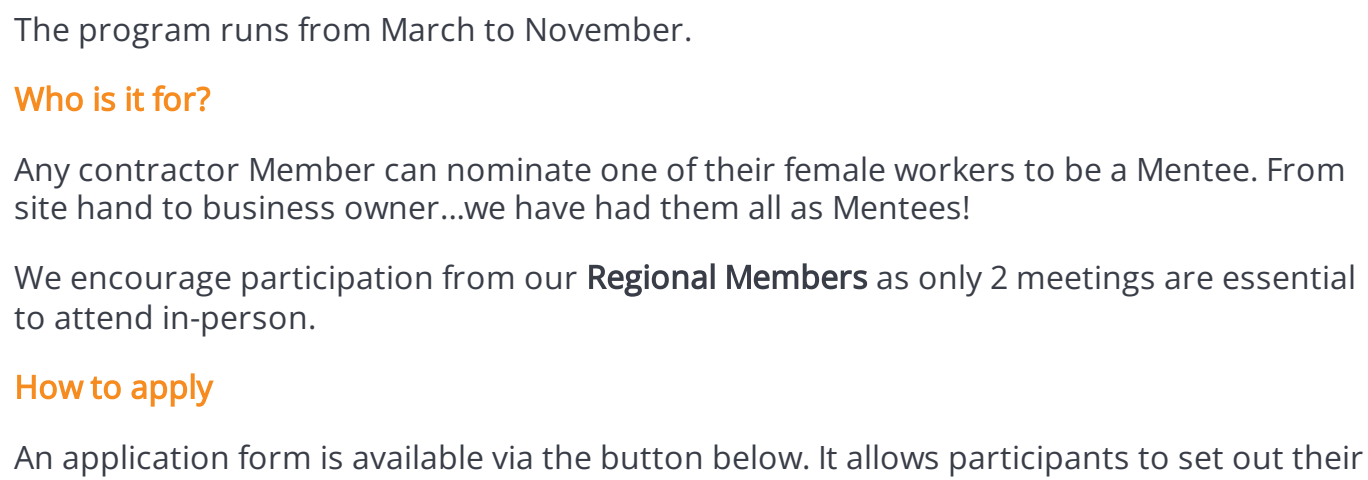
This course will give participants considerable insight into the Security of Payments Act, and their obligations and responsibilities to ensure successful completion of a contract.

While focused on the important legal principles, it will do this in a very practical way and apply them in a civil construction context.

DATE: Tuesday, 13 February 2024
TIME: 10:00am - 2:00pm AEDT
DELIVERY: Live webinar


PLUG OF THE WEEK


Aptella: Position Partners Redefined



In response to employee and customer feedback, the company has recently rebranded to better represent the full range of automation and positioning solutions, along with associated services it provides.

"Customers can expect to engage with the same great team of technology experts – we're the same company with a fresh, unique brand to support contractors into the future," said Gina Velde, Executive Marketing Manager.





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 Ground Technologies is your one stop shop for all your Geotechnical and Environmental requirements. With over two decades of experience, our staff can assist you by providing an arm's length service that will move your project forward with both quality and efficiency in mind.

With projects all over NSW, we provide, geotechnical engineering, field inspections, soil testing, concrete aggregate testing, Settlement/beam testing, drill rig hire and environmental services and validation.



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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
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