



## EDITION 18 - November 21, 2019

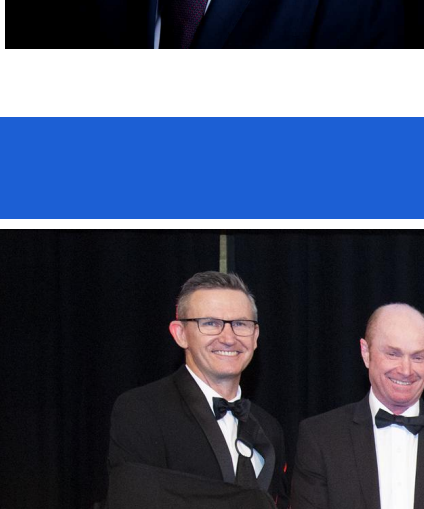
## IN THIS EDITION...

- Institute Members win major awards
- Member profile: Jen Tonjes
- 2020 Calendar now available
- In Focus - Dial before you dig
- Featured course - Our last for the year
- It's Time for Grading - Tips via video



Institute Members starred at the 2019 People Awards

## FROM THE CEO



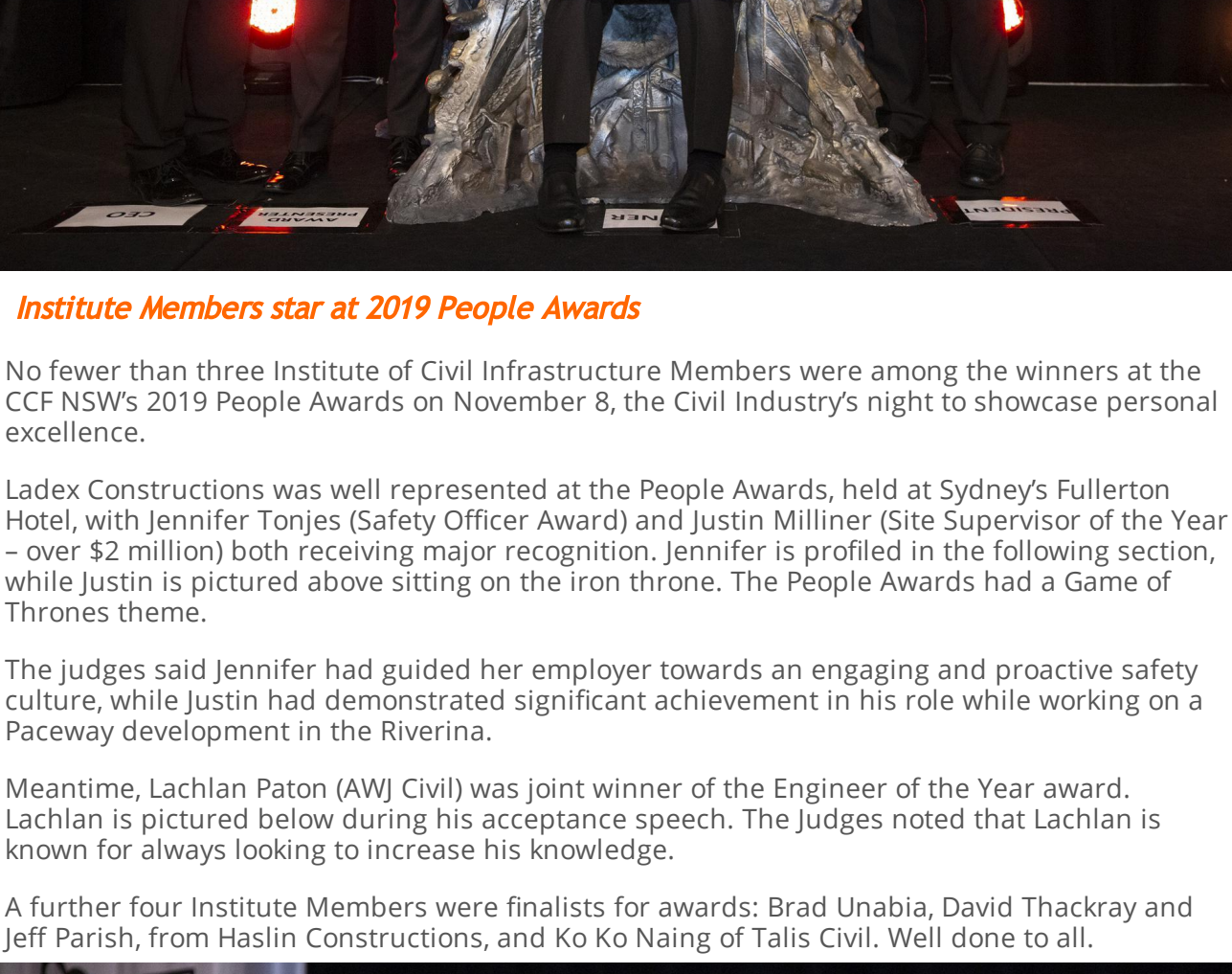
Congratulations to the three Institute Members who received awards at the CCF NSW's People Awards. It was very rewarding to see those eager to upgrade their skills through membership to the Institute receive this recognition.

Congratulations also to the other four Institute Members who reached the Finalist stage.

The Institute's first year has flown by, with just one course remaining before the 2019 Learning Program wraps up. Now is the time to check out the 2020 calendar, note the courses relevant to you and reserve your spot.

**David Castledine, CEO - Institute of Civil Infrastructure**

## LATEST NEWS



## Institute Members star at 2019 People Awards

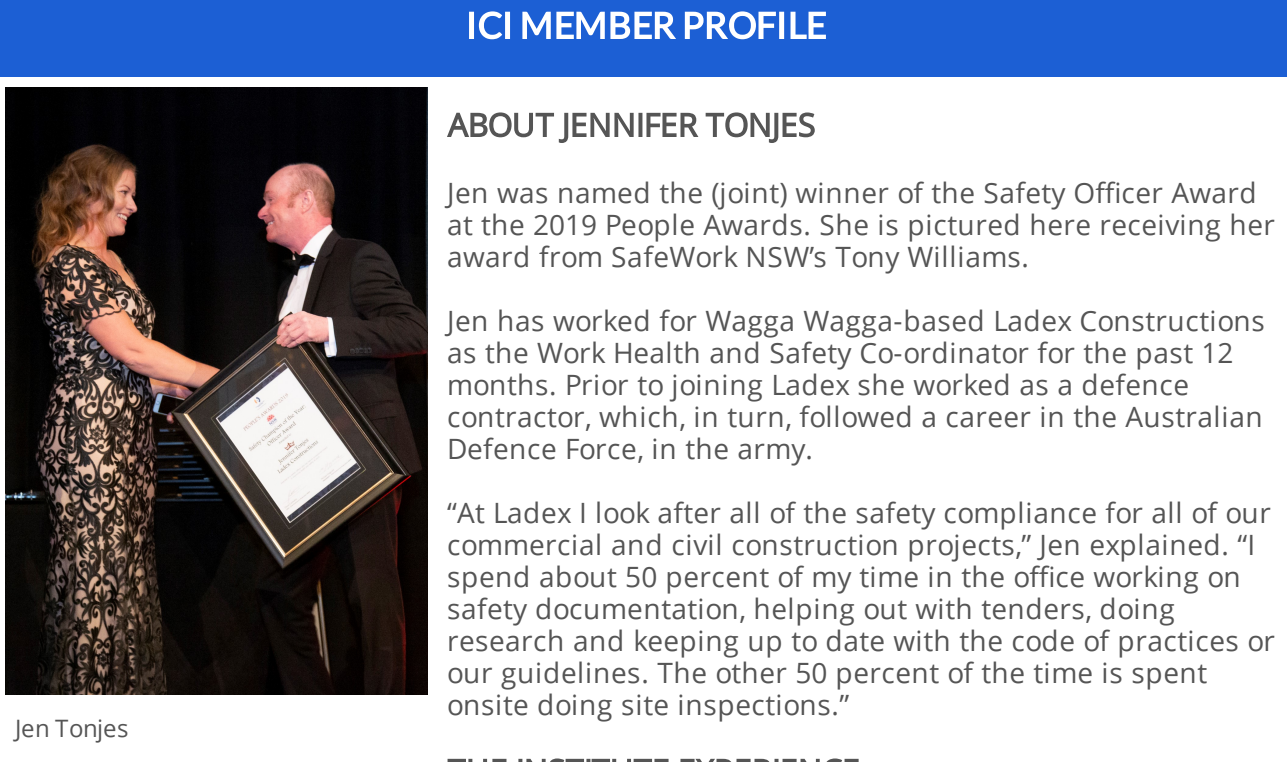
No fewer than three Institute of Civil Infrastructure Members were among the winners at the CCF NSW's 2019 People Awards on November 8, the Civil Industry's night to showcase personal excellence.

Ladex Constructions was well represented at the People Awards, held at Sydney's Fullerton Hotel, with Jennifer Tonjes (Safety Officer Award) and Justin Milliner (Site Supervisor of the Year - over \$2 million) both receiving major recognition. Jennifer is profiled in the following section, while Justin is pictured above sitting on the iron throne. The People Awards had a Game of Thrones theme.

The judges said Jennifer had guided her employer towards an engaging and proactive safety culture, while Justin had demonstrated significant achievement in his role while working on a Paceway development in the Riverina.

Meantime, Lachlan Paton (AWJ Civil) was joint winner of the Engineer of the Year award. Lachlan is pictured below during his acceptance speech. The Judges noted that Lachlan is known for always looking to increase his knowledge.

A further four Institute Members were finalists for awards: Brad Unabia, David Thackray and Jeff Parish, from Haslin Constructions, and Ko Ko Naing of Talis Civil. Well done to all.



## ICI MEMBER PROFILE

## ABOUT JENNIFER TONJES



Jen Tonjes

Jen was named the (joint) winner of the Safety Officer Award at the 2019 People Awards. She is pictured here receiving her award from SafeWork NSW's Tony Williams.

Jen has worked for Wagga Wagga-based Ladex Constructions as the Work Health and Safety Co-ordinator for the past 12 months. Prior to joining Ladex she worked as a defence contractor, which, in turn, followed a career in the Australian Defence Force, in the army.

"At Ladex I look after all of the safety compliance for all of our commercial and civil construction projects," Jen explained. "I spend about 50 percent of my time in the office working on safety documentation, helping out with tenders, doing research and keeping up to date with the code of practices or our guidelines. The other 50 percent of the time is spent onsite doing site inspections."

## THE INSTITUTE EXPERIENCE

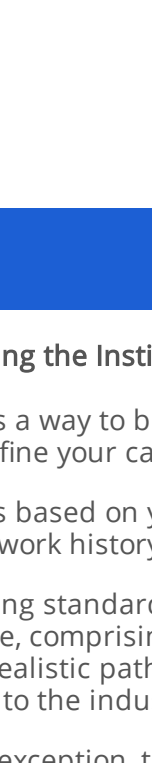
"I've completed four courses now and found them to be really informative. All four had a safety and compliance focus. The small class sizes mean you have really good interaction with the lecturers.

"The very first course I did was [B0404] 'Demystifying the Safety Management Standard AS/NZS 45001', about understanding the changes from the old 4801 Standard. It really got into the nitty-gritty of those changes and gave me a really good understanding of it all. We upgraded our certification this year to the higher standard so the course was really helpful."

## WHY IS TRAINING IMPORTANT?

"The reason I would recommend the Institute of Civil Infrastructure is that you can do the courses via live webinar. As I live in the Riverina, it's not feasible to get to Sydney to attend the courses. It was also good to build my network with people in the same field, including being able to connect with the presenters."

## THE INSTITUTE'S CORE ADVANTAGE



Take advantage of the industry advised and recommended Core Learning Plans at each Learning Stage, and gain recognition and extra points towards your grading application. This is just part of the Institute's Core Advantage.

## Why?

The purpose of the Core Learning Guidelines is to allow each Member - both the non-graded Entrant CIM and the graded CIM - to optimise their learning experience and strengthen employment options by focusing learning on a structured path, which is the industry's civil management standard.

## Core Learning Plan - The Institute advantage

Just one advantage of this is the CIM will get additional points toward their grading application. By completing one of the three sections (Technical, People and Business & Operations) in each of the three Stages, the person gets a boost score towards their grading application.

Because the courses listed in the Institute's Core Learning Plans are linked to the new Institute of Civil Infrastructure industry standards, employers will understand that the applicant has undertaken practical, civil industry-specific training across a broad range of key learning areas.

This will set that applicant apart from those who have not completed the Core Learning Plan. Just another integral part of the Institute's Core Advantage.

LEARN MORE

## IT'S TIME FOR GRADING

After joining the Institute, CIM Members can apply to be Graded.

Grading is a way to be nationally recognised for the experienced manager you are, and to clearly define your career path.

Grading is based on your work experience and the training you have done, which you enter into your work history in the Member portal. There are no exams or tests involved.

The Grading standards are set by the ICI Board on advice of the Grading Standards Committee, comprising a diverse range of industry participants. They ensure the Grades reflect a realistic pathway for individual career development, and will make the Grade-holder desirable to the industry.

With one exception, the timing of the Grading decision is up to you. It's your call when you do it, and how far you go through the Grades. The single exception reflects our Vision to improve the standard of civil management by encouraging the pursuit of continual professional development - we require all Entrant CIMs apply for at least one Grading within three years of joining the ICI.

We have set the system to ensure this is achievable for someone who is working in the industry for 2-3 years as a graduate or a Leading Hand.

It's very possible you will already have that experience when you apply. If that's the case we welcome you applying for a Grading straight away - there is no need to wait.

## What else should I know about the Grading process?

- Each Grade has clear and transparent criteria measures.
- An experienced CIM may apply to be Graded immediately after joining.
- CIM Grades are not sequential - a new Member may join and apply for whatever Grade they are eligible for at any time. The system will tell you after you enter your work history.
- Some Members who apply for Grading may reach a high Grade with first application.
- A CIM can apply to be re-graded throughout her/his career journey.
- Should you wish to appeal the Grade, an appeals process exists.

So don't wait. Fast track your future by having your skills recognised.

LEARN MORE ABOUT HOW TO APPLY FOR GRADING



## 2020 Calendar now online

The Institute of Civil Infrastructure's 2020 Learning Program calendar is now online.

The 2020 calendar features new courses created to meet the demands of the civil infrastructure industry. The Institute has already started receiving bookings for 2020 courses, so now is the time to view the calendar and reserve a spot.

View the calendar here: <https://www.iciaustralia.com/Calendar>

LEARNING PROGRAM CALENDAR

## IN FOCUS - DIAL BEFORE YOU DIG

## Are you across the basics of safe excavations?

Those engaged in the civil infrastructure industry must know of the vast network of underground assets that exist to support myriad essential services such as telecommunications, internet and water supply networks, to name a few.

Damage to any of these can wreak havoc by disrupting these essential services and cost millions to businesses. That's why civil personnel and businesses must be across the basics of safe excavations on any project.

Those leading teams must ensure the risk to underground services is understood and managed. The Institute has learning courses in the TECHNICAL (CIVIL) MANAGEMENT stream covering this required area of learning. The courses help participants gain an understanding of the types of systems that should be set up to ensure teams perform when undertaking any underground work.

This edition's featured course focuses on underground services within the civil industry. See below for more information.

## FEATURED COURSE

## THE INSTITUTE OF CIVIL INFRASTRUCTURE TECHNICAL (CIVIL) MANAGEMENT COURSE



## OVER 70 CPD COURSES FOR THE CIVIL CONSTRUCTION INDUSTRY

## Underground Services - Leading managers to manage the risk every time



**DATE**  
THURSDAY 28 NOVEMBER, 2019

**TIME**  
8:30 AM - 11:30 AM

**VENUE**  
INSTITUTE'S TRAINING CENTER / WEBINAR

## WHAT THIS COURSE COVERS

This course is designed for the more experienced manager who is now managing sites, and needs to ensure those teams comply with the law and company systems in respect to underground assets. The course will include:

- The law in NSW, and obligations of contractors, in regards to underground assets;
- The risks - both from a safety and corporate perspective;
- Responsibilities of the site team, senior managers and officers;
- What systems are necessary to ensure the team knows what to do, and achieve.

## WHAT YOU SHOULD HOPE TO ACHIEVE

The participant will gain an understanding of the forms of contracts that exist, how they fit in with Awards, and what must and should, be included in a contract.

## WHO SHOULD ATTEND

The course will aid managers to lead their teams in ensuring the risk of underground services is understood and managed. The manager will take away an understanding of the types of systems that should be set up to ensure teams perform.

## PRESENTER

Otre Moussa

Otre Moussa is a qualified Civil Engineer with 19 years' experience in the protecting of underground services across Australia. His areas of expertise include networking with underground asset owners, public speaking (awareness presentations), utility event management, damage minimisation programming and management of Dial Before You Dig (DBYD) members. Otre also has a good knowledge and understanding of relocation of the underground assets and is an expert witness in courts for underground asset strikes. He has proven success in coordinating damage minimisation strategies with various councils and underground asset owners.

## COST

## Tickets

**Member Price:** \$185.00 Inc GST

**Affiliate Price:** \$213.00 Inc GST

**Non-Member Price:** \$231.00 Inc GST

**Registration Closes:** 27 November 2019

BOOK NOW

## WHAT'S COMING UP ON THE LEARNING &amp; EVENTS CALENDAR

**04 February 2020**  
**Understanding EBA's and their development process**

Course No: P0233 - 03  
Time: 8:30 AM - 10:30 PM  
Member price: \$218.00  
Webinar & Learning Centre

BOOK COURSE

**06 February 2020**  
**WHS Management for Leading Hands and Supervisors**

Course No: P0234 - 03  
Time: 8:30 AM - 12:30 AM  
Member price: \$223.00  
Webinar & Learning Centre

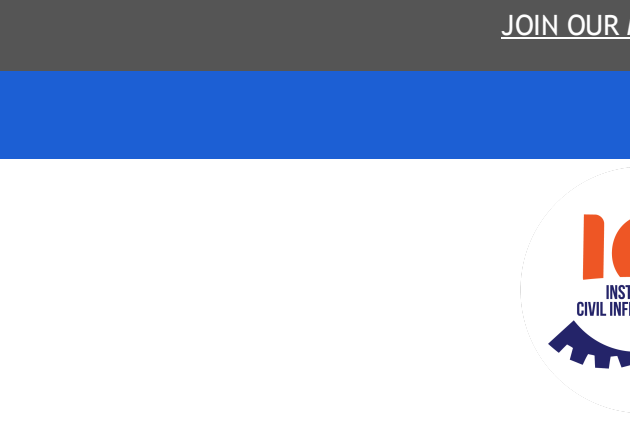
BOOK COURSE

**10 February 2020**  
**WHS Management for new graduates and managers**

Course No: P0235 - 03  
Time: 8:30 AM - 12:30 AM  
Member price: \$223.00  
Webinar & Learning Centre

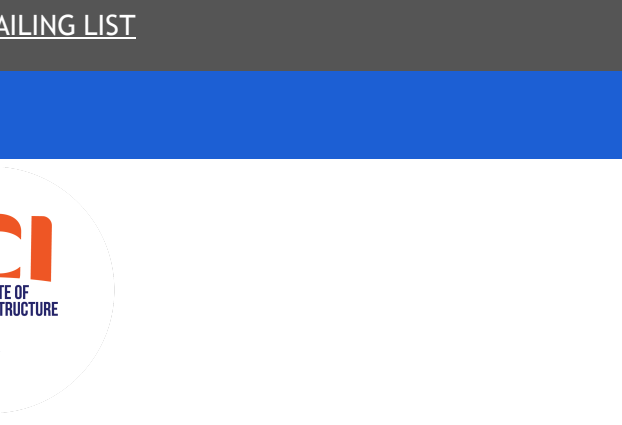
BOOK COURSE

## YOUR CIVIL CAREER



Can credentials give you civil industry credibility?

READ MORE

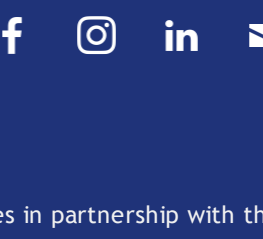


Six reasons why networking is important

READ MORE

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 training information or missed an invitation to a networking event in your area. Send an email to [admin@iciaustralia.com](mailto:admin@iciaustralia.com) or call 1300 424 287 with the names and emails of people in your business who should be receiving them to get more people aware of what ICI has to offer.

JOIN OUR MAILING LIST



LEARN MORE ABOUT THE INSTITUTE PROGRAMS

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The Institute of Civil Infrastructure operates in partnership with the Civil Contractors Federation of NSW



THE CIVIL CONTRACTORS FEDERATION  
The Heart of the Industry