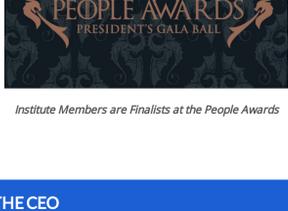


## EDITION 17 - November 7, 2019

### IN THIS EDITION...

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- CIM's intercept NZ project details
- Institute event just not cricket
- Featured Institute Member
- In Focus - Drugs & Alcohol Use at work
- Featured course
- It's Time for Grading



Institute Members are Finalists at the People Awards

### FROM THE CEO



As this issue of Get on Course is distributed and read, final preparations are underway for the CCF NSW's 2019 People Awards on November 8 – the Civil Industry's night to showcase excellence in our people.

Excitingly, no less than seven Institute of Civil Infrastructure Members, our course participants, are confirmed as finalists for awards. Those finalists are: Brad Unabia, David Thackray and Jeff Parish, from Haslin Constructions; Jennifer Tonjes and Justin Milliner, from Ladex Constructions; Ko Ko Naing (Talis Civil); and Lachlan Paton (AWJ Civil).

It's satisfying to see those eager to upgrade their skills and develop their careers through Membership to the Institute receive this recognition. Congratulations to all and best of luck for the big night.

Meantime, in this issue we report on other events attended by Civil Infrastructure Manager (CIM) Members, namely the SCG tour and Auckland 'Central Interceptor' presentation. Both are learning activities in their own right, but also provide valuable networking opportunities. We're currently planning our 2020 events and look forward to telling you about them soon.

*David Castledine, CEO - Institute of Civil Infrastructure*

### LATEST NEWS

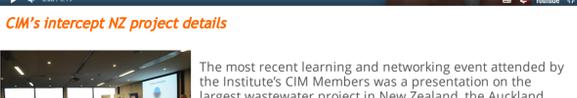
#### 2020 Learning Program Calendar now online

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>

We also have a complete Course List available. This list allows you to see what is on offer, and then check its next scheduled date. There's also a *How to Enrol* video making things even easier.

[LEARNING PROGRAM CALENDAR](#)



### HOW TO BOOK A COURSE OR EVENT

#### CIM's intercept NZ project details



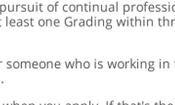
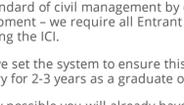
CIM Members get the good oil on Auckland 'Central Inceptor' and network post event.

The most recent learning and networking event attended by the Institute's CIM Members was a presentation on the largest wastewater project in New Zealand, the Auckland 'Central Inceptor'.

The \$1.2 billion project involves the construction by Ghella Abergeldie Joint Venture (GAJV) of a tunnel – and associated infrastructure – stretching over 13 kilometres from Western Springs to the Mangere Wastewater Treatment Plant, collecting wastewater along the way via sewers and drop shafts.

The in-depth presentation with Mick Boyle, MCIM provided insight into the thinking and strategy that went on behind winning the project, assembling the project management team required, understanding the risk management and constraints of expanding into a new market area.

This presentation, held at the Australian Museum in Sydney's CBD on October 31, aided the professional development of all Civil Infrastructure Managers in attendance.



### 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 encourage you applying for a Grading straight away – there is no need to wait.

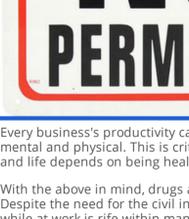
#### What else should I know about the Grading process?

- 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](#)

### ICI MEMBER PROFILE



Keiran Fetterplace

#### ABOUT KEIRAN FETTERPLACE

Keiran Fetterplace, CIM, is a co-director of Bortex Laser Bore Pty Ltd and Fetterplace Civil Pty Ltd. The Narellan-based businesses provide services to the coal-gas-seam industry, including auger boring, laser guided boring, civil construction and pipeline installations.

He co-founded Fortec two years ago to complete horizontal boring projects Australia-wide, while Fetterplace dates back to the early 1990s when he and his wife established the business in Sydney's southwest. That was soon after Keiran began his working life as a plumber, specialising in major projects. He then "moved into oil and gas, which we are still engaged in."

#### THE INSTITUTE EXPERIENCE

"I've just completed my first course, Asset Management from a Financial Perspective. I'm looking to use it as a learning tool for management and leading staff in the future."

#### WHY IS TRAINING IMPORTANT?

"I'm keen to upgrade my skills in business management to keep up-to-date as our businesses grows. I'm looking forward to getting my co-directors and leading staff involved in future courses."

### IN FOCUS - DRUGS & ALCOHOL AND WORKPLACES



Every business's productivity can be correlated and dependent on employee health, both mental and physical. This is critical, especially in the civil industry where literally, one's safety and life depends on being healthy, aware, alert and conscious.

With the above in mind, drugs, alcohol use while at work can lead to catastrophic results. Despite the need for the civil industry to be safe, statistics reveal that use of drugs and alcohol while at work is rife within many industries.

It can be a manager's or owner's nightmare to confront a situation that could have been avoided through being vigilant about drug and alcohol use by the onsite personnel.

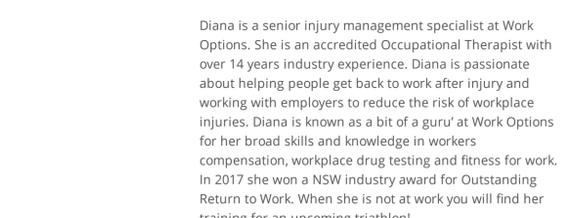
Our featured course in this edition explores the issues surrounding drugs and alcohol in the workplace and how you could adopt a strategic approach to manage any associated risks.

If you are a Senior Manager or a Business Owner, you must not miss out on this course.

[LEARN MORE ABOUT THE INSTITUTE PROGRAMS](#)

### FEATURED COURSE

#### THE INSTITUTE OF CIVIL INFRASTRUCTURE PEOPLE MANAGEMENT COURSE



#### OVER 70 CPD COURSES FOR THE CIVIL CONSTRUCTION INDUSTRY

#### A Strategic Business Approach to Managing Drugs & Alcohol



**DATE**  
TUESDAY 26 NOVEMBER, 2019

**TIME**  
8:30 AM - 12:30 AM

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

#### WHAT THIS COURSE COVERS

#### KEY TOPICS COVERED

This course takes a strategic level approach to managing the risk of drugs & alcohol in the workplace. Topics include:

- Understanding the problem: Stats / links on mental health & drug & alcohol use
- Benchmarking the D&A culture of civil industry c/w community
- Impact of drug & alcohol use on your business (commercial, brand, recruitment & retention)
- How to create a culture where drugs & alcohol are not misused in your workplace
- Policy setting and adherence
- Taking staff on the journey

#### WHAT YOU SHOULD HOPE TO ACHIEVE

This senior manager course will explain the business risk/need clearly, and provide a means to manage this. Participants will learn the importance of why getting the right culture around drugs & alcohol misuse is critical and how to create the right culture.

#### WHO SHOULD ATTEND

This course would aid Senior Managers, Project Managers, Contract Managers, HR Managers, Executives and Business Owners.

#### PRESENTER

Diana Hurst

Diana is a senior injury management specialist at Work Options. She is an accredited Occupational Therapist with over 14 years industry experience. Diana is passionate about helping people get back to work after injury and working with employers to reduce the risk of workplace injuries. Diana is known as a bit of a guru' at Work Options for her broad skills and knowledge in workers compensation, workplace drug testing and fitness for work. In 2017 she won a NSW industry award for Outstanding Return to Work. When she is not at work you will find her training for an upcoming triathlon!

#### COST

**Tickets**

**Member Price:** \$262.00 Inc GST  
**Affiliate Price:** \$290.00 Inc GST  
**Non-Member Price:** \$398.00 Inc GST

**Registration Closes:** 13/08/2019

[BOOK NOW](#)

### EVENTS



#### Institute event just not cricket

The Sydney Cricket Ground was the venue for a Master CIM Event organised by the Institute of Civil Infrastructure, a late afternoon tour of the famous ground and its facilities.

The tour was conducted by the SCG Trust's leading guide, who was incredibly knowledgeable about the famous venue's history. The group had a bird's eye view of the controversial demolition of the Sydney Football Stadium and the scale of this project's re-development which is due to open in March 2022. Our attendees also learnt of the work involved in the SCG's up-keep of the grounds, how the site is ready for different events and the scale of employment and fees associated with attendance at sporting events. Those with a love of cricket were fascinated by their time at the venue.

Michael Fitzgerald, MCIM, President of the Institute encouraged Members to take advantage of such events in the future.

"Our Members tell us they seek networking opportunities when time allows. But these events are time well spent and we encourage all to take advantage of them to meet others in the industry, hear how other businesses are faring and discuss key issues faced. The answers may come from the next person you meet at our functions."

This event catered for Senior Civil Infrastructure Managers and Master CIMs. It provided a small group setting for the exclusive activity. The event was sponsored by EML.

Many in the industry would become an Advanced, Expert or even Master CIM by joining the Institute and seeking grading recognition.



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

<p>04 February 2020 <b>Understanding EBA's and their development process</b></p> <p>Course No: P0233 - 03 Time: 8:30 AM - 10:30 PM Member price: \$218.00 Webinar &amp; Learning Centre</p> <p><a href="#">BOOK COURSE</a></p>	<p>06 February 2020 <b>WHS Management for Leading Hands and Supervisors</b></p> <p>Course No: P0234 - 03 Time: 8:30 AM - 12:30 AM Member price: \$223.00 Webinar &amp; Learning Centre</p> <p><a href="#">BOOK COURSE</a></p>	<p>10 February 2020 <b>WHS Management for new graduates and managers</b></p> <p>Course No: P0235 - 03 Time: 8:30 AM - 12:30 AM Member price: \$223.00 Webinar &amp; Learning Centre</p> <p><a href="#">BOOK COURSE</a></p>
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### YOUR CIVIL CAREER

**Can credentials give you civil industry credibility?**

[READ MORE](#)

**Reasons networking is important**

- 1 You will discover opportunities
- 2 It is an expected skill
- 3 It will benefit you over your career
- 4 It builds a broader perspective
- 5 It starts your CPD process
- 6 It's good karma

**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](#)