

*what's*

# BUILDING



## Picture perfect in Port Fairy



**Fairbrother**

## Features

- 10** Welcome new Apprentices
- 11** Our best people
- 12** Our Projects



## News

- 4** Cyclists tackle Peaks Challenge
- 5** Nigel bags the bronze
- 5** Northern boys sizzle



## In The Business

- 6** C, J, FM (Tas) Report
- 9** Construction Victoria Report
- 15** Fairbrother Foundation Report



Cover Image: Glen Watson Photography

The latest business news from  
Chief Executive Officer  
Craig Edmunds

**W**elcome to our first newsletter for 2018. We are well into the new calendar year and I am pleased to report that we continue to be very busy across the entire business.

With a number of projects with challenging time frames, many of our employees are working extended hours including Saturdays to meet schedules. Thank you to these employees for your efforts.

A number of our projects are nearing completion and we are in the market for ongoing projects. We have had good success with a number of recent tenders being awarded to us and a number of other projects that we have been nominated as preferred which will also hopefully come to fruition. With the outlook still looking positive we are confident of remaining busy for this year and well into 2019.

March saw our annual Apprentice Introductory Day held for our 16 new first year apprentices.

This is one of our largest intakes of first year apprentices and it takes our total number of apprentices in training to 58. Our introductory day continues to get better every year and is an important day in introducing our new apprentices to career path opportunities, goal setting, maintaining a positive focus and leadership principles.

This year sees us move away from TasTafe as a training provider for our apprentices, electing to use a private RTO that will work with us to provide



greater learning outcomes for our apprentices.

This, combined with expanding our mentoring program by utilising more senior tradespeople, will provide increased skill benefits.

Following the announcement of our divisional employee and apprentice of the year winners in our December newsletter, this newsletter announces our overall Fairbrother Employee and Apprentice of Year winners for 2017. As always this is not an easy task given all divisional winners have all excelled in their roles and been stand-out performers.

However, I am pleased to announce our Employee of the Year winner is **James Gamble** from our Southern Tasmanian Construction Division and our Apprentice of the Year winner is **Daniel Viney** from our Northern Tasmania Construction Division. Congratulations to both James and Daniel on your excellent achievements.

You can read more about James and Daniel on page 11 of the newsletter.

Negotiations for the renewal of our Tasmanian Enterprise Agreements have been ongoing since before Christmas.

Due to differing regional conditions, our construction agreement has split into two, one for the Southern Tasmania and another for North and North West Tasmania. The terms to these agreements plus our Facility Management agreement have been accepted in principle and now await the necessary time periods before going to a vote.

Unfortunately we encountered a technicality with the FairWork Commission form used that has resulted in a slight delay to the process. However, we expect to have all agreements finalised in the near future. Finalisation of our Joinery Agreement will then follow suit.

Our 25 Year Club, comprising employees past and present who have achieved 25 years service with either Fairbrother or Degree C, held its annual get together on Saturday March 3 at Ghost Rock Vineyard.

The club which now boasts 20 current employees and 10 former employees had a great day catching up with each other. This is the eighth year it has been held and is a great occasion for our past employees to keep in touch with the company and hear all the good things that are happening.

Congratulations to those employees listed on page 15 who have achieved years of service milestones.

I'd like to make particular mention of John Butler who has recently marked 30 years with Fairbrother.

Thank you all for your ongoing loyalty and fantastic contribution over many years.

## 5 cyclists, 3 peaks, 13 hours

In early March, Royce Fairbrother, Kurt Arnold, Dion Clarke, John Cornell and Joel Laycock tackled the Peaks Challenge Falls Creek, one of the most difficult cycling events in Australia.

The 235km loop from Falls

Creek, via Tawonga Gap, Mount Hotham and Omeo to the Back of Falls includes 4000m+ of climbing and has a 13-hour completion deadline.

All five Fairbrother riders completed the course before the deadline.

Congratulations, guys.

### **Finish times -**

Kurt Arnold: 9:50:14.

John Cornell: 10:09:08.

Dion Clarke: 11:22:05.

Joel Laycock: 11:56:36

Royce Fairbrother: 12:20:31.



## Runners brave the elements in Devonport

Congratulations to the following Fairbrother athletes (and their families) who braved the rough weather for Run Devonport in early March.

### 5km Results:

Toby Ennis 18:52. Jessica Jamieson 23:49. Laura Parker 25:52. Nathan Overton 27:29. Meredith Irvine 27:03. Tim

Irvine: 28:33. Bronte Irvine 33:22.

### 10km Result:

Darryn Smith 49:34



## Nigel bags the bronze

Congratulations to Nigel Curran on his performance at the Australian Wakeboard Nationals at Renmark.

Nigel placed third in the

Masters Men's Wakeboard final.

As Tasmanian Wakeboarding Association President, Nigel will be kept busy through

winter, planning for another successful year for the club.

He said he will also be working on his skills so he can be back on the podium next year.



## Northern boys sizzle for a good cause

In late December, the Northern team set up shop outside their recently completed Devonport Bunnings store to work the barbecue and sauce bottles for **Kiss Goodbye To MS**.

The day proved to be a hit and the group sold out of the first 30kg of sausages at 12.45pm.

At the end of the day, \$1,450.50 was raised for MS Research Australia for Kiss Goodbye to MS.

### Stats for the day:

- 50kg of sausages
- 34 loaves of bread
- 10kg of onions
- 96 cans of soft drink
- 4.5 litres of sauce

## Construction, Joinery & FM (Tas) update from General Manager Kurt Arnold

2018 sees the commencement of 16 new apprentice careers across the state. We recently held our annual Apprentice Introductory Day at Campbell Town. It's satisfying to see the level of excitement and enthusiasm these guys bring with commencing their new careers.

The same is said for all of our employees who take the step up and progress their careers. Looking around our sites at the moment, there are a number of examples of guys who have taken on Leading Hand roles, and Foreman roles.

We have at least two new Foremen in each construction division who have progressed down this path in the past 12 months or so, all who started their journey just like our 16 new apprentices for 2018.

This is the reason we place great importance on the training and development of our employees, especially our apprentices beginning their journey. Ultimately, creating opportunities for our employees to grow and develop to achieve their goals, whatever they maybe.

### Northern Construction

The first three months of the year have seen the completion of three projects for our Northern Division.

Foreman Matt Sykes and Project Manager Nathan



Picture: Dave Groves

Murfet are relieved to see the completion of the **Northern Support School** project. This has proved to be a challenging project on a number of levels, so full credit to the team for bringing this to completion in March.

The Georgian residence hotel conversion at **Vaucluse Estate (pictured)** has also been brought to completion. Foreman Mick Hayes handed the reins to Luke Young back in December so that Mick could take on an Early Works project at LGH. Luke picked up where Mick left off to see a quality project handed over in February.

West Tamar Council's **Riverside Olympic Soccer Club** project is the third project completed in this time. Foreman Tom Dare and Project Manager Peter Adams have managed to deliver a top quality project, right on program in readiness for the start of the NPL TAS season.

The Northern Division's marquee project, **CH Smith**, continues in

full swing. The entire site team, led by Project Manager Nathan Murfet and Construction Manager Phil Berwick are doing a great job of hitting the program milestones. With all of the major carpark concrete pours completed, attention has now turned to pushing ahead with building the structure for the offices that sit on top of the carpark. Overall project completion is scheduled for early 2019.

Progress on the **\$10m St Helens Hospital** has been solid over the past three months. With more than 50% of the wall framing up and roof trusses being installed. Project Manager Peter Adams and Foreman Nigel Curran are on track for completion towards the end of 2018.

Foreman Mick Hayes, along with Project Manager Jake Herbert have been heading up an Early Works package for the **LGH Paediatric Inpatient Unit** in preparation for the upcoming \$10m revamp.

It's been great to see the continuity of work in our

Northern Division. Everyone within the division can be proud of their contribution to building the positive momentum we have in the North.

## Fairbrother Joinery

The work levels in our joinery division have now moved up a notch from the quiet spell experienced in the mid to latter part of last year.

Now the \$1.85m joinery package for the **Devonport Living City** project is in full swing, the division is set for a busy couple of months ahead. The large volume of perforated acoustic panels sees the division running its CNC machines across a split shift covering 17 hours per day with the entire project consuming around 10,000 man hours.

Outside the Living City project, the joinery market appears set to continue to offer only smaller to mid-sized projects into the immediate future. The blend of internal and external projects being won remains sound, however the next major project is required.

## Facility Management

Work levels for our FM Division through January, February and March have remained steady following a busy December due to the state-wide storms.

Longer-term jobs in the North West (**DPIPWE Office, Haines Residence Shearwater and UTAS NW Clinical School**) have provided great continuity of workflow in the region.

While the South has been busy, it has been feast or famine in terms of internal labour requirements. A significant

amount of our southern work is for specialist subcontractors rather than our own workforce.

The FM Division has been successful with a tender submission for Ad-Hoc and Planned Maintenance Services for **TasNetworks**. This was a publicly advertised tender that encompasses reactive maintenance, minor works and planned inspections across 19 TasNetworks sites over the next three years.

FM has completed its first epoxy coating job at the **Riverside Olympic Soccer Club**. After a couple of false starts and some issues with product delivery towards the end of the job, the finished product has come up exceptionally well. The FM team is looking forward to applying these valuable learnings on future projects.

## North West Construction

For our North West Division, March has brought the completion of the **Dial Regional Sports Complex** project in Penguin. Site Manager Alan

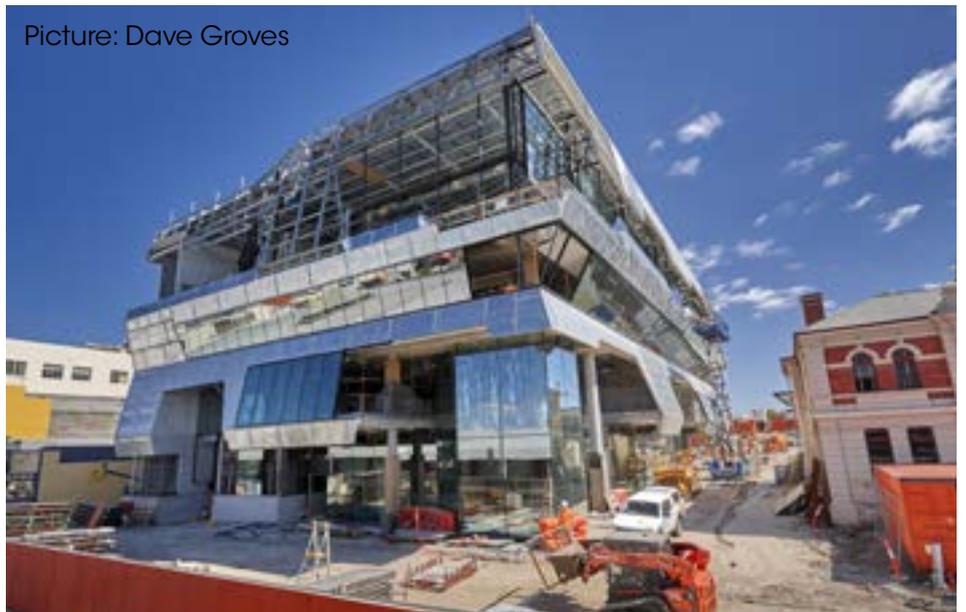
Alford along with Project Manager John Cornell, combined with the whole site team, have worked extremely well with handing over a top quality project on time. The project has certainly had its challenges, particularly in the engineering space, so well done to Alan, John and the site team for all of your efforts on this project.

Work on the **Living City's Multi-Purpose Building (pictured)** continues to be a hive of activity with an average of 120 workers on-site per day.

Progress with enclosing the building has been significant over the past few months. Structural steel to the main structure is close to being complete, allowing glazing and cladding to follow quickly.

The final shape of the building has now become quite clear. Internally, services and fit-out trades are well underway. There will be a few busy months ahead to bring the project to completion mid-year.

Picture: Dave Groves



At the Devonport Homemaker site, Foreman Callum Rolls and Project Manager Brad Symmons have **Building D** progressing with most of the structure in place. This 1,725m<sup>2</sup> retail tenancy building is on track for completion in May.

Foreman Jim Mansfield is heading the crew tasked with building the Burnie City Council's \$1.5m **elevated walkway project on Marine Terrace**. This involves a complex cantilevered pre-cast and steel structure adjacent to an operating main road, shipping port and rail yard. Work here commenced in December and is scheduled to finish before winter sets in.

The **Devonport Art Gallery** is undertaking a major transformation and Project Manager Warwick Jones and Foreman Wade McCreadie have teamed up to deliver this \$2.7m renovation.

Our North West Division is undertaking a \$4m project at the **St Mary's Primary School**. Foreman John Jago and Project Manager Warwick Jones will deliver this tricky staged project throughout the course of the year.

Finally, Caleb Alford is taking on his first project as Foreman, building a new 900m<sup>2</sup> workshop/office development for **Fieldwicks**.

## Southern Construction

The end of December marked the completion of **MONA's Pharos Building (pictured)**.

Our project team, Project Manager Phil DeJong, Senior Project Manager Clint Mead, Site Manager Travis Smith and

Picture: MONA



Foreman Mitch Direen, certainly had their work cut out for them during the weeks leading up to completion.

This period required a lot of overtime; special mention to Jayden Lamprecht, Allan Bell, Brad Grimsey, James Gamble, Brayden Webb and Cam Edmonds who led by example.

The finished product is absolutely fantastic and all our employees and subcontractors can be very proud.

Attention for our MONA project team now turns to two exciting new projects – the **Spectra**, and the **Solstice**. Work on the Spectra has commenced, while some preparation work is underway for Solstice.

Work at **Austins Ferry Primary School** has now all but come to a close with some final variation work on a bus shelter rounding out the project. Foreman Adrian DeJong and Project Manager Murray Wise have combined to bring this \$4.6m project to completion.

Foreman Cam Byers is making the most of his opportunity to deliver the **40 Elizabeth Street**

project. With demolition of the previous building complete, preparation work is underway to begin the new building. Cam, along with Construction Manager Peter Adams and Project Manager Clinton Mead have done an excellent job controlling the high risk works involved in this project to date.

The **DHHS Supported Accommodation** project came to a close recently. The project was delivered under Project Manager Richard McGuire and Foreman Ben Setchell.

At **Bishop Davies Court**, Foreman David Cockerill continues fit-out works with completion due in late April.

Currently, the bulk of our Southern Division's workforce is at the **\$17m Huon Aquaculture** project in Port Huon. Project Manager Dylan Graham and Site Manager Heath Lovell are relishing the task of delivering this very technical 8,800m<sup>2</sup> building that will house 12 circular grow-out tanks, four smaller grading tanks, water treatment facilities, and a staff office.

## Construction Victoria update from General Manager Mick Josey

I hope everyone had a wonderful Easter and enjoyed the break with family and friends.

There has been some significant changes since our last Newsletter with promotions within the South West and Central divisions. We are also currently structuring a division to encompass the North Eastern areas of the state.

The year has got off to a flying start with everyone kept busy on existing projects and also estimating to find that elusive next "backbone" project.

We have just been awarded the **\$14m Warrnambool Special Development School** tender which is a high-profile project located just five minutes from our office. This was a tender that we targeted hard and it is a credit to all involved to see the efficient and professional way it was put together.

This project comes at a perfect time as we welcomed new Contracts Administrator Rick Dolphin to our South West team at the beginning of March.

Rick comes to us with a Bachelor of Civil Engineering along with years of experience as a Contracts Administrator with a firm of similar size to our South West Division.

Another big positional change in the South West office is the appointment of Aaron Finnigan as Developmental Divisional Manager to eventually take

charge of the South West at the beginning of next year.

**Portland** is continuing its school projects with two schools being constructed and **Timboon P12** now looks like it will run until the middle of the year.

One of the other highlights of this quarter was the completion of the **Port Fairy Waterfront** project. This was an extremely challenging build that threw everything at Tony and Aaron and the result is nothing short of outstanding. This project features on the cover and you can read more on Page 13.

**Ararat Intermediate Secure Facility Joint Venture** is progressing well and currently tracking on program and about 50% complete.

The Fairbrother and Kane teams are working collaboratively. Another Department of Justice project opportunity has appeared and we are intending to pursue these works in another formal JV agreement.

Central Victoria is also busy, with a number of new projects

kicking off, and a number of projects coming to an end.

We are about to commence an upgrade to the **Spring Gully Primary School**, while the **Wills St** project is moving closer to commencement, and is expected to start after the Easter break.

The **Echuca Education Precinct (pictured)** was handed over in mid-February and the new occupants are delighted with the facility.

The **Bendigo Stadium** was also on track to be handed over prior to Easter.

The **Notre Dame** and **Kyneton Secondary College** projects will continue throughout the year, with Notre Dame to be complete by the end of 2018, and Kyneton early in 2019.

There has also been a positional change in Central Victoria, with Brad Van Den Bosch moving into the role of Developmental Divisional Manager, and he will also take on the full Divisional Manager role from the start of 2019.



Picture: Vicki Harrington



## 2018 Apprentices Day



Our new apprentices for 2018 have been challenged about their values and beliefs at Fairbrother's annual Apprentice Introduction Day.

A key part of the company's Apprentices program, the Introduction Day is a chance for the new recruits to learn more about Fairbrother and start to set some goals for their careers.

Welcome to Fairbrother, 2018 Apprentices!

## 25-Year Club keeps growing

The 25-Year Club continues to grow each year and be a shining example of the loyalty and dedication of so many Fairbrother people.

In early March, the group held its annual gathering at Ghost Rock Vineyard on the North-West Coast.



## 2017 Employee of the Year



### James Gamble Construction South

James had a fantastic 2017. He started the year at NRAS Melville Street before moving to MONA's Pharos Building.

James' ability to lead, take control of the site and drive productivity earns him the utmost respect from all his colleagues.

James is highly motivated to undertake more training and, as a Foreman, he is about to commence the Rosary Gardens project for Southern Cross Care.

He is an outstanding role model for apprentices and is a highly valued member of Construction South.

Congratulations James.

## 2017 Apprentice of the Year

### Daniel Viney Construction North

Daniel's work ethic really shone in 2017.

He is generally the first man on site in the mornings and is the one of the last to leave each afternoon.

He is prepared to get in and assist others with whatever they or the project requires and he approaches all his tasks with a positive attitude.

Highlighting his consistent performance, Daniel was the Northern Apprentice of the Year as a second year apprentice in 2015 and last year he won the BGAS best Fourth Year Apprentice for the North.

Daniel's attitude and commitment makes him a great young leader in the Northern Division.

Congratulations Daniel.



## Dial Regional Sports Complex



Picture: Bob Iddon

Boasting two state-of-the-art football grounds, the Dial Regional Sports Complex is a landmark project for the Central Coast Council.

A high level of precision was required at this project, with a

10mm tolerance on the finished playing surface.

The 140-seat grandstand also features a 150-seat function room inside with a large bar as well as a commercial kitchen and canteen.

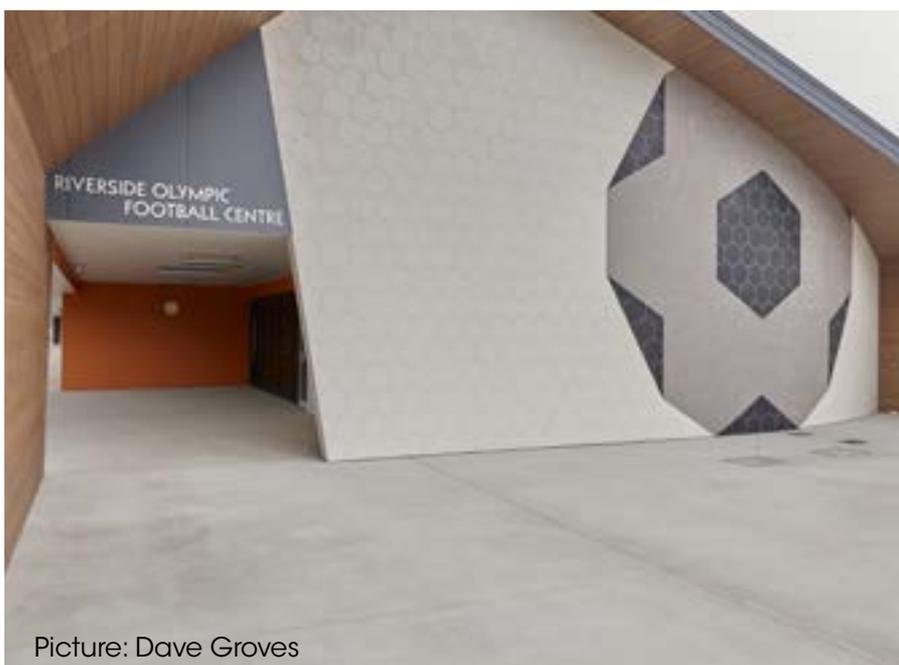
There is a 370m<sup>2</sup> training/change room area, two large trainers' rooms and a large gym.

CLIENT: Central Coast Council

ARCHITECT: ARTAS

PROJECT DURATION: 12 months

## Riverside Olympic Football Clubrooms



Picture: Dave Groves

The Riverside Olympic Football Club has a brand new home ahead of the start of the soccer season.

The new building features:

- A curved facade with hexagonal tiles depicting a soccer ball.
- Soccer ball motif in carpet tiles in the function area and players amenities wall tiling
- Acoustic ceiling panels in function room and player lounge
- Angled transitions between walls and windows

CLIENT: West Tamar Council

ARCHITECT: CMK Architects

PROJECT DURATION: 5 months

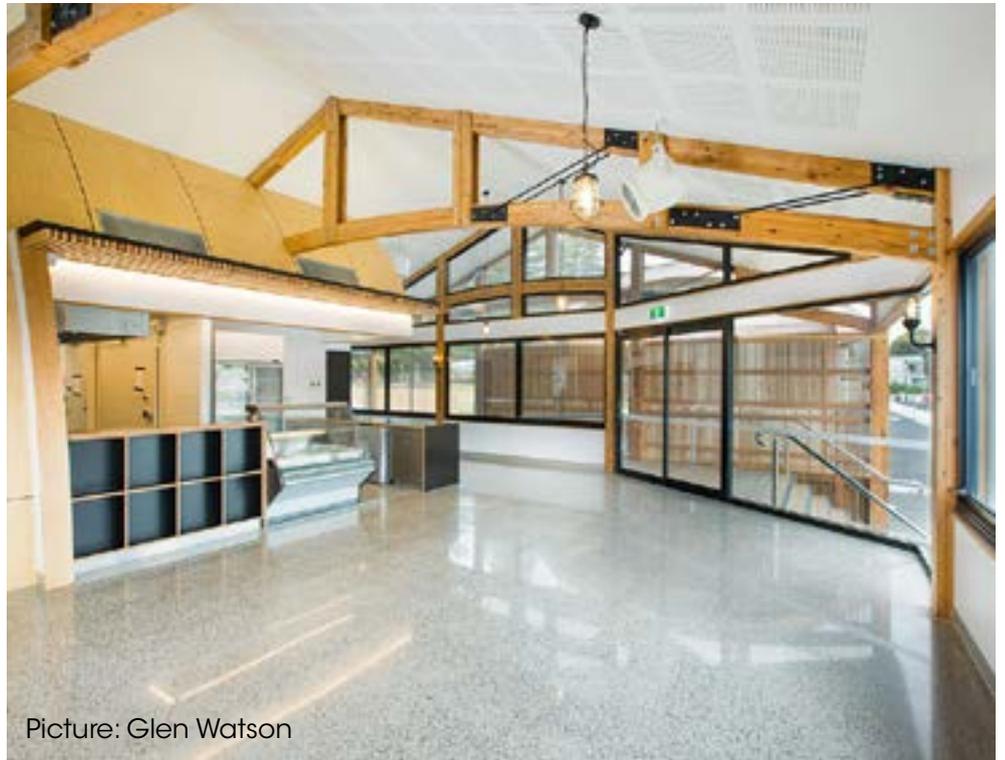
## Port Fairy Waterfront Restaurant

With a stunning backdrop featuring boats docked along the Moyne River, the Port Fairy Waterfront Restaurant is picture perfect.

The modern restaurant development boasts a fully fitted-out commercial kitchen as well as an adjoining fish and chip shop.

Cypress timber trusses are left exposed and are a real feature of the building, while the plaster ceilings are infilled between, using perforated acoustic sheet to minimise sound in the open space.

CLIENT: Moyne Shire Council  
ARCHITECT: Baade Harbour Australia  
PROJECT DURATION: 14 months



Picture: Glen Watson

## Austins Ferry Primary School



Austins Ferry Primary School now boasts 6 new General Learning Areas and a brand new kitchen facility to cater for its growing school community.

The new buildings achieve a Bushfire Attack Level rating of 12.5 which was part of the construction requirements.

Energy measures include an underground tank for the reuse of water for school, while acoustics were maximised with perforated plaster and pinboards on walls.

Macrocarpa features heavily on the external cladding.

CLIENT: Department of Education  
ARCHITECT: X-Squared Architects  
PROJECT DURATION: 8 months

## Echuca Education Precinct

Picture: Vicki Harrington



The Twin Rivers Primary School in Echuca was a new school, built with the intent of combining two existing primary schools into one.

The project consisted of a

new administration building, a new classroom building - encompassing 16 open learning areas, and major external works including a carpark, basketball courts and a sports oval.

The new precinct offers state-of-the-art facilities to cater for the Echuca community.

CLIENT: Department of Education & Training

ARCHITECT: Kneeler Design Architects

PROJECT DURATION: 12 months

## MONA Pharos

Picture: MONA



MONA's Pharos is a striking, standalone building connected into the existing MONA building via an intersection into the Library tunnel.

The Pharos wing projects more than 20 metres out over the River Derwent, as well as tunnelling back into the Jurassic sandstone peninsula more than 30 metres.

It houses custom-built spaces for large-scale immersive artworks by James Turrell, Randy Polumbo, Richard Wilson and Charles Ross, as well as a restaurant and over-water bar.

CLIENT: Museum of Old & New Art

ARCHITECT: Fender Katsalidis

PROJECT DURATION: 16 months

## Have your say in our Community Support Program

The Fairbrother Foundation is delighted to again be able to call upon Fairbrother and Degree C employees to nominate charities to receive a \$2,000 donation.

In just the past two years, our Foundation has supported:

- **Give Me 5 for Kids**
- **Make a Wish Foundation**
- **Legacy**
- **CanTeen**
- **Mates4Mates**
- **Cystic Fibrosis Australia**
- **HeartKids Victoria/Tasmania**
- **MS Research Australia**

- **Speak Up Stay ChatTY**
- **Camp Quality**

This is all because of employee nominations.

Now is your opportunity to let us know about charities that you feel strongly about and would like to see the Fairbrother Foundation support.

To nominate a charity, please email Foundation Chair, Gaye Rutherford (grutherford@fairbrother.com.au) your suggestions.

Donations can only be made to charities that are registered

as Deductible Gift Recipients (DGRs), and strong preference will be given to charities that align with our Foundation's focus areas (education, health and wellbeing, and local communities).

In your nomination email, please include the reasons why you have selected this charity to receive a Fairbrother Foundation donation.

All charity suggestions must be received by 30 April 2018.

**Gaye Rutherford**  
Chair, Fairbrother Foundation

### Announcements

Congratulations and best wishes to the following employees:

- Jacob Wigg and Laura Eiszele celebrated their engagement on March 3, 2018.
- Josh Arnold married Mikhala Neads on February 24, 2018.
- Carrisa and Dejay Wells welcomed Elise Suzanne Wells on March 7, 2018.

- Jai and Joanne McKay welcomed Logan John McKay on June 20, 2017
- James Lawrence celebrated his engagement to Gerica Rafaelles on September 30, 2017.
- Abbey and John Sims welcomed Perri Scarlett Sims on January 4, 2018.

- Joel Mahoney and Danica Stokes celebrated their engagement on December 10, 2018
- Richard McGuire and Shae Chester were married on March 17, 2018, at the Vineyard Belford Block 8 - Hunter Valley.



If you have an announcement to share, email the details to [communications@fairbrother.com.au](mailto:communications@fairbrother.com.au)

### Years of Service Milestones

Congratulations to the following employees who recently celebrated service milestones:

#### 30 Years

John (Robert) Butler

#### 20 Years

Steve Gergely  
Daniel Miller

#### 15 Years

David De Jong  
Dion Clarke  
Corey Shepherd

Gilbert Steenhuis

#### 10 Years

Daniel Fox  
James Gamble  
Shane Harris  
Nigel Curran

**Head Office**

12 Stony Rise Road  
Devonport Tasmania 7310  
Ph: (03) 6420 7000  
E: info@fairbrother.com.au  
W: www.fairbrother.com.au

**Editor:**

Em Hollister  
Ph: (03) 6420 7000  
E: communications@fairbrother.com.au

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