

## EDITION 20 - January 16, 2020

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- Meet Kristy Beale-Wagstaff
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The new year brings new learning opportunities.

### FROM THE CEO



For those yet to pinpoint a New Year's resolution, here's an idea: make 2020 the year to get excited about your career.

Each new year brings with it a sense of starting afresh. Doubly so when it's the first year of a new decade with a futuristic-sounding moniker of '2020'.

Of course, resolutions are all about taking action and this is where the Institute of Civil Infrastructure can help. The Institute provides formal civil-specific continual professional development for supervisors and managers via short, two- to four-hour training courses which are delivered classroom-style but can be done by vid-con.

More than 70 different courses are offered in 2020 with an entire year's worth of courses scheduled between February and November and available for viewing [here](#).

Before January slips away, I encourage you to identify your next course and book yourself in.

I elaborate on the value of 'investing in you' in the article below. I hope you enjoy this first edition of *Get on Course* for 2020...and get excited about that career of yours.

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

### NEWS



#### Welcome Kristy

The Institute of Civil Infrastructure is pleased to announce the appointment of Kristy Beale-Wagstaff as our new Civil Learning Consultant.

Kristy is a huge advocate for personal and professional development and comes from a training and human development background.

"I believe in continually striving to upskill yourself in all areas of life and maintaining a growth mindset," Kristy said.

"Expanding your knowledge and upskilling is the best investment you can make. Not only as an individual, but also for employers to encourage and inspire their staff by investing in them through development and training. This allows both the employee and the business to thrive."

Her role at the Institute is to assist civil industry employers identify areas that may need skill gaps filled through flexible and short training for managers and supervisors.

Please contact Kristy at [kbw@iciaustralia.com](mailto:kbw@iciaustralia.com) for more information or to make an appointment with her.

[Email Kristy](mailto:kbw@iciaustralia.com)

### OPINION

#### Invest in you in 2020

*In the following opinion piece, David Castledine, CEO of CCF NSW and the Institute of Civil Infrastructure, shares his personal approach to professional development.*

In my view, everyone should invest some time in personal learning. It's good for themselves and their career, and it's good for the industry. Everyone knows this, but few do it, particularly in the civil industry. Here is the strategy I have honed over my 40-year working career; it has taken me from Apprentice to CEO.

Not long ago I attended a conference, a really good one. I learnt some incredible stuff and imported it into my work.

Taking time to focus on ME, on my professional development, is very important to me. I like learning new things. Learning gets my brain juices going and inspires me to want to learn more. It gets me up and about and motivates me. It's also proven to be pretty good for my career.

This might seem a bit selfish, but that's okay. There is nothing wrong with wanting to be better and to improve one's job prospects. There is nothing wrong with controlling where you take yourself, and in following your interests – filling gaps in your skillset for the advantage of YOU.

The flip side of the personal benefit I have gained from doing this last course is that I am already better at my job. My employer benefits from my learning by having a more skilled employee (BTW there's your pitch to have an employer pay for the training).

Learning just makes you better in all ways – there are no down sides.

I have come to this truism from my time as a Leading Hand, a new engineer, a project manager, a business owner, and now as a CEO.

But you already know this, right? So, why don't we all do more of it? Why don't YOU? I think perhaps the answer is in three parts...

Firstly, just like you, I am very busy. My work is all consuming and I feel strangely guilty about diverting my attention from the job. Taking time to focus on ME is not easy.

So, what I have implemented to counter this is to first accept that I deserve some time for me. I am worthy of some investment. Indeed, if I really care about myself and my family in the long run, I have to do it. This step gives me permission to do what I enjoy – to learn. Without it, in my early years, I found a reason to not do the learning. I effectively martyred myself by saying I was too busy for me.

It's an important step, but I have found it does not work alone without a simple rule being imposed.

So, next I set aside a certain number of hours every year – a minimum of 25 hours.

The final part is opportunity. I do not have time or energy at the moment to do a long course; it's just too daunting. But I consider myself very fortunate because, as part of my current roles, I get the opportunity to see some amazing short content options that will help my career. There are so many exciting things to learn.

What about you? What do you have access to? When I joined the civil industry nine years ago, I was shocked to see that no formal civil-specific continual professional development program existed for supervisors and managers. Most other industries have one.

I did not think that was very good for the people in the industry. Nor is it good for the industry. So, we did something about it at the CCF NSW by creating the Institute of Civil Infrastructure, which opened its doors in February 2019 and started delivering short (two to four hour) training courses.

It's about supporting PEOPLE by giving YOU the opportunity to focus on YOU and YOUR career.

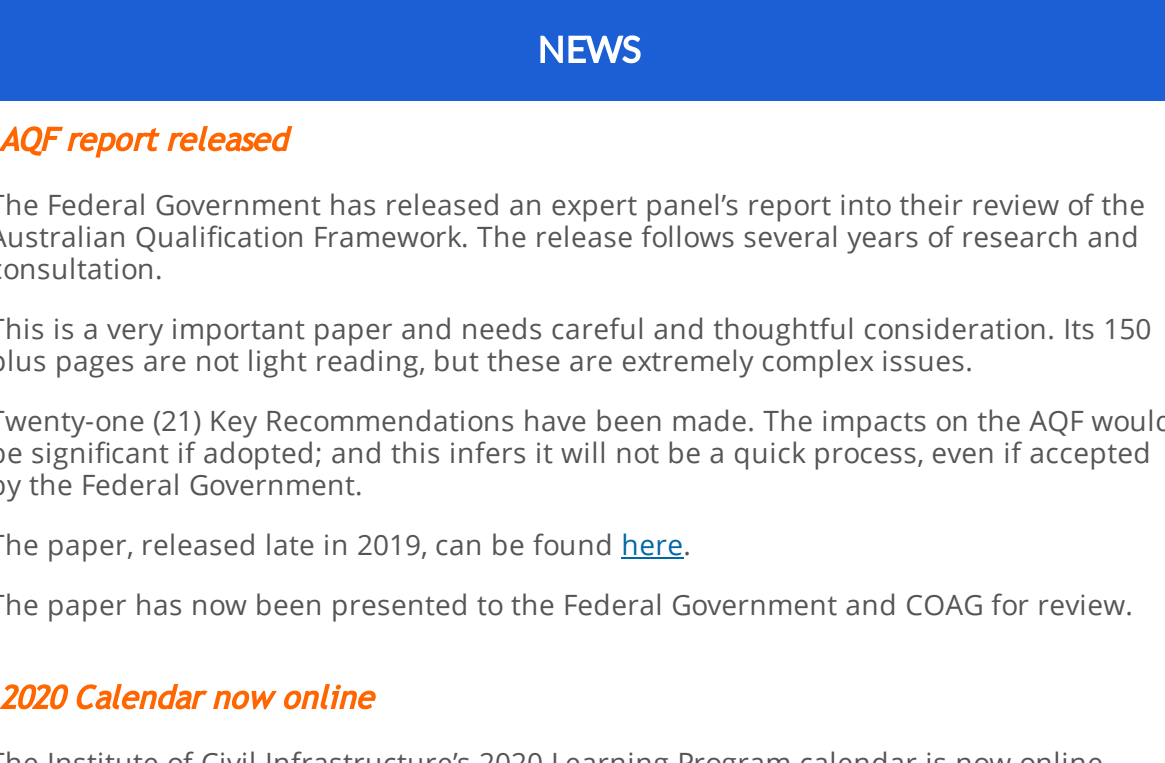
Gradations are also available to map and recognise your career progression from Entrant, Practitioner, Advanced, Expert and then Master Civil Infrastructure Manager.

In my view, everyone should invest some time in learning. It's good for themselves and their career, and it's good for the industry. Here is my approach to managing that:

1. Acknowledge you deserve to invest in YOU. It's good for your well-being, career and employer;
2. Set minimum hours per year to invest in yourself;
3. Find the opportunity, where you can easily find content that interests you.

I am not saying this is easy, but I hope my own policy helps someone. Do something for yourself. Go get some learning into you.

*This opinion piece was first published on David Castledine's LinkedIn page. He welcomes you to connect with him and the Institute of Civil Infrastructure on LinkedIn.*



### NEWS

#### AQF report released

The Federal Government has released an expert panel's report into their review of the Australian Qualification Framework. The release follows several years of research and consultation.

This is a very important paper and needs careful and thoughtful consideration. Its 150 plus pages are not light reading, but these are extremely complex issues.

Twenty-one (21) Key Recommendations have been made. The impacts on the AQF would be significant if adopted; and this infers it will not be a quick process, even if accepted by the Federal Government.

The paper, released late in 2019, can be found [here](#).

The paper has now been presented to the Federal Government and COAG for review.

#### 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 - ENTERPRISE BARGAINING AGREEMENTS

#### Are you across the basics of an EBA?

Enterprise Bargaining Agreements or EBA's, as they are usually referred to, are commonplace in the civil infrastructure industry. For all businesses who have an EBA, knowing the law and ensuring correct process is critical.

Likewise, if you are looking to have an EBA set up, it becomes essential that you are across all the nitty gritty of the process. At the end of the day, it is a legislated process of negotiation between employers and employees and their bargaining representatives. Therefore, the need to follow the correct legal process cannot be overemphasised.

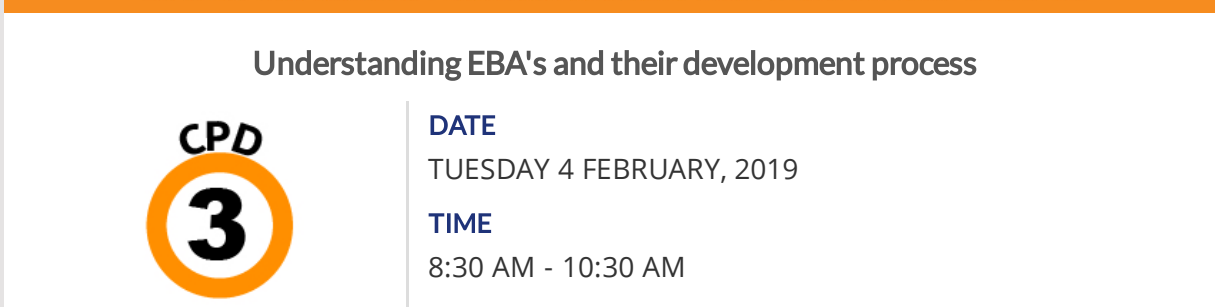
Failure to do so may result in disputes that may or may not be resolved easily and this can strain project deadlines in an industry where time is extremely crucial.

The above reasons were enough for the Institute to ensure we offer a course that specifically addresses this. With this in mind, we put together the "Understanding EBA's and their development process" course which is delivered by an industrial relations lawyer.

If you are a *Site Manager, Project Manager, Contract Manager, Business Owner* or just interested in learning about the EBA's, then do go through this edition's Featured Course and book yourself in.

See below for more information.

### FEATURED COURSE



#### Understanding EBA's and their development process



**DATE**  
TUESDAY 4 FEBRUARY, 2019

**TIME**  
8:30 AM - 10:30 AM

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

**WHAT THIS COURSE COVERS**  
This course will explain Enterprise Bargaining Agreements and include:

- What they really are
- Who manages them from a regulatory point of view
- Bargaining parties
- The process for establishing them, and the critical importance of getting it right
- The pros and cons of having an EBA between the other options
- The ongoing management of an EBA
- Replacing an EBA
- Renewing an EBA

#### WHAT YOU SHOULD HOPE TO ACHIEVE

The participants will gain a good understanding of what an EBA is, along with what the process is for establishing, renewing and replacing one. The pros and cons of establishing and having one will also be explained.

#### WHO SHOULD ATTEND

This course is suitable for people looking to understand how the Enterprise Bargaining Process occurs. It is an important learning element for site, project and contract managers, along with business owners.

#### PRESENTER

Liz Rooke

Liz is an industrial relations lawyer with more than 9 years' experience in both the construction industry and local government. She was admitted as a solicitor to the Supreme Court of NSW in 2009.

Liz provides members with strategic advice on discrimination, unfair dismissal, bullying, general protections (including adverse action), harassment and contractual issues.

Liz has appeared in a range of tribunals and courts, including Fair Work Australia, the NSW Industrial Relations Commission, the Australian Human Rights Commission, the NSW Civil and Administrative Tribunal, and the Federal Court.

Outside of work, Liz can often be found sailing across Sydney Harbour.

#### COST

**Tickets**

**Member Price:** \$218.00 Inc GST

**Affiliate Price:** \$246.00 Inc GST

**Non-Member Price:** \$355.00 Inc GST

**Registration Closes:** 21 January 2020

[BOOK NOW](#)

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

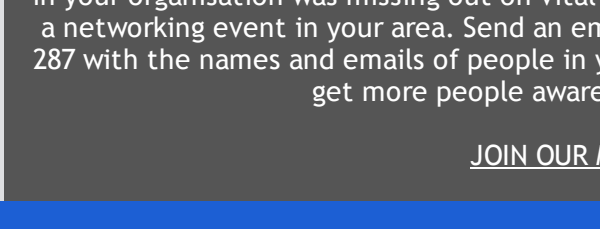
[BOOK COURSE](#)

**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

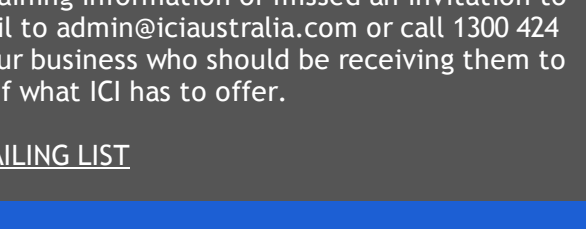
[BOOK COURSE](#)

### YOUR CIVIL CAREER



*Can credentials give you civil industry credibility?*

[READ MORE](#)



*Six reasons why networking is important*

[READ MORE](#)

### 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

